P355E

App. F. IX-4

Previous References
CRB 1-31-1

193 1-32 (C.R.B)

File No. 1-31

Serial Nos. 2

Later References
CRB 98-38-1

Reserve 293.40

General and Revenue Secretariat.

~~Serial~~ Nos.

Part B for Feb/1932

SUBJECT.

Papers re- Compilation of the Decennial Report of the Central Recruitment Board.

xRangaiya
8/3/32

G. R. S. III—3]

ROUTINE NOTES.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Original and Rough work for the C.R.B. Report of progress from 1921 to 1930

B. Rec.
5-2-32

N. B.—Should routine notes be written on small slips the notes must be copied, or slips pasted on this form.

Statement showing the number of ~~Non~~ Gazetted appointments of the Superior Service held by the different communities in the State Service ~~on the 30th June~~ during the year 1918

1918

Communities	Appointments carrying a salary of				Total	Remarks
	Less than Rs.25 per mensem (Superior Service only)	From Rs.25 to Rs.50.	From Rs.50 to Rs.100.	From Rs.100 to Rs.250.		
1. Brahmins.	150	49	41	240		
2. Bedars.	–	–	–	–		
3. Yadavas.	–	–	–	–		
4. Kshatriyas.	5	1	4	10		
5. Kurubas.	–	–	–	–		
6. Lingayets.	5	2	–	7		
7. Mudaliars.	6	1	1	8		
8. Naidus.	4	2	–	6		
9. Vaisyas.	–	1	–	1		
10. Telugu-Banajigas.	1	–	–	1		
11. Vokkaligas.	3	–	1	4		
12. Other caste Hindus.	3	6	1	10		
13. Jains.	–	1	–	1		
14. Mahomedans.	13	–	3	16		
15. Christians.	5	5	5	15		
16. Other Communities, Parsis, Jews Buddhists, etc.	2	6	2	10		
17. Adikarnatakas or Adidravidas and other depressed classes.	–	–	–	–		
18. Anglo-Indians and Europeans.	17.	7	17	41.		
Total.	214	81	75	370		

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE,

General and Revenue Secretariat,

Dated, Bangalore, 22nd July 1929.

No. 499-548/C.R.B.

From

R. RANGA RAO, Esq., B. A., B. L.,
Offg. Chief Secretary to the Government of His Highness the Maharaja of Mysore.

To

The Secretaries to Government.
The Heads of Departments.
The Deputy Commissioners of Districts.
Officers in charge of Independent Units.

Sir,

I am directed to forward herewith an extract* from the Proceedings of the meeting of the Central Recruitment Board held on 31st May 1929 and to request that a statement in the form annexed may kindly be caused to be prepared and sent to this office not later than the 15th August 1929, in respect of the non-gazetted appointments of the superior service - both ministerial and executive - of the several classes in your Department or Unit as a whole, as on the 30th June 1929.

I am to add that a similar statement may be caused to be prepared at the end of each official year and submitted to Government by the 5th August following the year to which it relates.

I have the honor to be,
Sir,
Your most obedient servant,

K. C. Subbaraya Rao.

For Offg. Chief Secretary to Government.

---

* *Extract from the Proceedings of the meeting of the Central Recruitment Board held on 31st May 1929.*

SUBJECT NO.6: The question of maintaining a statement furnishing information regarding the proportion in which the various communities are represented in the gazetted service.

RESOLUTION: A statement showing the statistics of appointments in the different grades as on 30th June every year may be prepared in the form of Statement II appended to Government Order No.1827-80/E.A.G.308, dated 16th May 1921 passing orders on the report of the Miller Committee.

* * *

P. T. O

Gazetted appointments in 1918.

	250 — 450		450 — 800		800 and Upwards	
	No.	Total	No.	Total	No.	Total.
1. Brahmins	150	150	49	49	41	41
2. Bedars	-	-	-	-	-	-
Naikers						
3. Yadavas	-	-	-	-	-	-
Ezhuvas						
4. Sudras	4	5	1	1	4	4
i Mahrattas	-		-		-	
ii Jains	1		-		-	
iii Others						
5 Kurubas	-	-	-	-	-	-
6 Lingayets	5	5	2	2	-	-
7 Mudaliars	5	6	1	1	1	1
Pillays	1		-		-	
8. Naidus	4	4	2	2	-	-
9 Vaisyas	-	-	1	1	-	-
Chettis	-		-		-	
13 Tavarajas	1	1	-	-	-	-
14 Vokkaligas	3	3	-	-	1	1
12 O.C Hindus						
1 Goldsmiths	-		-		-	
2 Jettis	-		-		-	
3 Sataris	-	3	-	6	-	1
4 Others	2		1		1	
5 Gorgies	1		5		-	
13 Jains	-	-	1	1	-	-
14 Mahomedans	13	13	-	-	3	3
15 Christians	5	5	5	5	5	5
16 Other Communities	1		1		-	
1 Malayalis	-		-		-	
2 Parsis	1	2	3	6	1	2
3 Bengalis	-		2		1	
4 Guzaratis	-		-		-	
17 Depressed classes	-	-	-	-	-	-
N.S & Europeans	17	17	7	7	17	17

Statement showing the number of ~~Non~~ Gazetted appointments of the Superior Service held by the different communities in the State Service ~~on the 30th June~~ during the year 1930

1930

Communities	Appointments carrying a salary of				Total	Remarks
	Less than Rs.25 per mensem (Superior Service only)	From Rs.25 to Rs.50.	From Rs.50 to Rs.100.	From Rs.100 to Rs.250.		
1. Brahmins.	180	107	53	340		
2. Bedars.	~	~	~	~		
3. Yadavas. Gollars.	~	~	~	~		
4. Kshatriyas.	10	4.	~	14		
5. Kurubas.	1	~	~	1		
6. Lingayets.	8	6	2.	16		
7. Mudaliars.	5	9	~	14		
8. Naidus.	4	3	~	7		
9. Vaisyas.	1	1	~	2		
10. Telugu-Banajigas.	~	~	~	~		
11. Vokkaligas.	3	2	2	7		
12. Other caste Hindus.	~	4	3	7		
13. Jains.	~	~	~	~		
14. Mahomedans.	13	9	5	27		
15. Christians.	4	9	4	17		
16. Other Communities, Parsis, Jews Buddhists, etc.	~	2	2	4		
17. Adikarnatakas or Adidravidas and other depressed classes.	~	~	~	~		
18. Anglo-Indians and Europeans.	8	10	14.	32		
Total.	237	166	85.	488		

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE,

General and Revenue Secretariat,

Dated, Bangalore, 22nd July 1929.

No. 499-548/C.R.B.

From

R. RANGA RAO, Esq., B. A., B. L.,
Offg. Chief Secretary to the Government of His Highness the Maharaja of Mysore.

To

The Secretaries to Government.
The Heads of Departments.
The Deputy Commissioners of Districts.
Officers in charge of Independent Units.

Sir,

I am directed to forward herewith an extract* from the Proceedings of the meeting of the Central Recruitment Board held on 31st May 1929 and to request that a statement in the form annexed may kindly be caused to be prepared and sent to this office not later than the 15th August 1929, in respect of the non-gazetted appointments of the superior service - both ministerial and executive - of the several classes in your Department or Unit as a whole, as on the 30th June 1929.

I am to add that a similar statement may be caused to be prepared at the end of each official year and submitted to Government by the 5th August following the year to which it relates.

I have the honor to be,
Sir,
Your most obedient servant,

D C Subbaraya Appa

For Offg. Chief Secretary to Government.

---

* *Extract from the Proceedings of the meeting of the Central Recruitment Board held on 31st May 1929.*

SUBJECT NO.6: The question of maintaining a statement furnishing information regarding the proportion in which the various communities are represented in the gazetted service.

RESOLUTION: A statement showing the statistics of appointments in the different grades as on 30th June every year may be prepared in the form of Statement II appended to Government Order No.1827-80/E.A.G.308, dated 16th May 1921 passing orders on the report of the Miller Committee.

* * *

P. T. O.

250 1/- 450

Brahmins

1	U. Athayambal	300	36	C. Krishna Rao ✓	400
2	P. S. Annaji Rao	350	37	M. " ✓	280
3	M. L. Annappa	350	38	M. V. Krishnaswami Iyengar ✓	425
4	D. S. Anantha murthi	300	39	S. V. — do — ✓	300
5	P. Anantha Subba Rao	300	40	P. A. — do — Iyer ✓	400
6	B. S. Bheema Rao	425	41	C. Krishnaswami Rao ✓	320
7	K. — do —	300	42	P. Krishna — do — ✓	375
8	H. P — do —	425	43	P. N. Krishnaswami ✓	375
9	S. Biligiri Rao	275	44	V. Kuppan Rao ✓	300
10	B. N. Bose	350	45	~~K. S. Kuppuswami Iyengar~~ K. R. Kuppuswamy Iyer ✓	400
11	N. Deva Rao	375	46	~~S. Kuppuswamy Iyer~~	300
12	K. Doreswami Ayer	350	47	~~N. Lakshmana Char~~ N. Subbaraya Char	400 450
13	D. Dwarkanath	325	48	~~L. S. Lakshmana Rao~~ L. S. Narasimha Rao	400 450
14	(X) Gopalswami Iyengar	350	49	M. N. Lakshmana Rao	375
15	H. S. Govinda Rao	375	50	~~N. Lakshmi Narasimha Iyengar~~ N. Ananda Iyengar	260 600
16	S. Gundappa Kumpad	350		~~S. H. Lakshminarayanappa~~	850
17	K. V. Gundopanth	240		~~N. Lakshminarasimhayya~~	450
18	N. S. Hiriannayya	250	51	B. Lakshmi Narayan Jois ✓	300
19	K. S. Hutcha Rao	400	52	B. Madhava Rao ✓	300
20	B. S. Iyengar	250	53	B. S. " ✓	280
21	K. S. K. Ayy — do —	430	54	D " ✓	350
22	B. N. — do —	350	55	G " ✓	260
23	J. A. Eshwaramurthi	330	56	M " ✓	260
24	Jagannatha Rao	260	57	N " ✓	325
25	Sri Kanakalakshmamma	300	58	K. B. Madhava ✓	400
26	K. N. Kamini	300	59	Madhura Bai Uchgaokar	430
27	Krishnaji Damodar Joshi	425	60	B. Muddu Krishnappa ✓	400
28	A. V. Krishna moorthy	260	61	J. C. Naga Kumarayya ✓	300
29	M. R. — do —	425	62	Sri Nagamma ✓	300
30	M — do —	375	63	G. N. Nagaraja Rao ✓	250
31	G. — do —	425	64	N. S. Ranganayya ✓	400
32	S. — do —	400	65	J — do — ✓	400
33	B. Krishna Iyengar	350	66	H — do — ✓	425
34	M. H. — do —	400	67	H. S. — do. — ✓	
35	G. S. Krishnayya ✓	400	68	A. Narshimhachar ✓	425

69	B. Narsimhaiengar	250
70	M.L. "	400
71	N. "	350
72	M.T. Narsimhan	310
73	B. Narsimha murthi Rao	250
74	K.R. Narsimha Murthy	250
75	N "	375
76	M.V. Narsimhayya	375
77	B. Narsimha Rao	350
78	M.L. " Shastri	325
79	B.S. Narsinga Rao	400
80	B.T Narayan	300
81	T. Narayaniengar	350
82	V "	300
83	U.B Narayana Murthy	375
84	C. Narayana Rao	360
85	N. Neelakantatopa	275
86	S.N. Prasad	320
87	A.V. Raghvachar	350
88	S. "	250
89	B Raghavendra Rao	350
90	M.K Rajangapat Rajagopal	425
91	M.R. Raja Rao	250
92	C Ramachandra Rao	375
93	S. Ramachandra Rao	320
94	S.R. — do — Shastri	425
95	R. Rama krishna	300
96	S.A. " Iyer	400
97	L.R " Rao	260
98	B. Ramanna	400
99	B. Ramanuja Iyengar	300
100	C. — do —	300
101	M.A. Ramanujam	400
102	B. Rama Rao	375
103	C.R "	300
104	C.V. Rama Rao	425
105	do. Thirathra	260
106	R — do —	260
107	J. — do —	375
108	K.S Rama Iyer	315
109	H.R. Ramaiengar	300
110	S.H Ramaswami	250
111	S.V Ramaswamy	350
112	S Rao — do —	400
113	K Ramgopalaiengar	325
114	M.V. — do —	250
115	N. Sampat Iyengar	350
116	H.J. Sampat Kumara char	400
117	B. Shankara Rao Badami	350
118	N Seetharamayya	350
119	C Shesha char	350
120	R Sheshadri Iyer	325
121	N.R Sheshadri Iyengar	350
122	B. Sheshgiri Rao	280
123	H. Shesharagar	300
124	N. Shesha Shastri	300
125	N. Shamaiengar	300
126	R. Sha do	300
127	S. Shamaiengar	425
128	C.N Shama Rao	350
129	P — do —	320
130	B. Srigaiengar	300
131	H.G. Srigana Shastri	350
132	G. Sridhara Murthi	350
133	C. Srikantaiah	300
134	H.V "	325
135	B Sreenivasachar	400
136	N.B. Srinivasaiengar	350
137	K. Srinivasan	325
138	V.T. Sreenivasan	375

Brahmins (contd)

139	Srinivasa Pedapati	430
140	K. V. Srinivasa murthi	325
141	S. Srinivasa Rao	260
142	S "	280
143	S. N "	250
144	N. Subbamma	425
145	B. Subba Rao	250
146	J. "	260
147	P. R "	340
148	V. S "	330
149	K. Subramanyam	350
150	"	325
151	K. V. " Shastri	375
152	V " "	250
153	K. T. Sudarsanacharyar	300
154	H. R. Sundr Rao	360
155	B. Sundr Raju Rao	425
156	R. Hanmaji Rao	350
157	B. Trimalachar	375
158	R. Trimarnacharyar	375
159	H. V. Vardachary	325
160	S. Vardacharyar	400
161	B. Vasudeva Rao	400
162	S. Venkamma	275
163	S. Venkammayya	350
164	K. Venkata Lakshmayya	260
165	B. Ven " - atpc	250
166	M. " Rao	400
167	C. K. " Ramayya	360
168	H. " "	300
169	N " "	250
170	K. " Ramanan	250
171	H. " Ramaiya	300
172	L. "	300
173	M. Venkata Rao Badami	430
174	M. G. - do.	250
175	A. Venkata Rao Telang	400
	B. [illegible]	[illegible]
176	K. R. Venkata subbadas	400
177	S. Venkata Vardacharyar	325
178	A. Vishwanath	400
179	B. — "	375
180	H. V. Visheswaraya	300

Mahomedans

1	Abdul Subhan	300
2	Hyder Alli Khan	400
3	M. Karim	400
4	Md Abbas Shustri	400
5	Md Beig	400
6	Md Dastakid	400
7	Md Mustafa	325
8	Mo Peer	300
9	Mi Saffar Hussain	325
10	Sriajuadri Md	375
11	Syed Abdul Khalak	350
12	Abdur Rahman	460
13	M M Ali Khan	420

Lingayets

1	P. Chikkanna Setty (X)	300
2	J. N. Mallappa	275
3	G. Mallikarjunappa	425
4	B. L. Manjunath	400
5	A. C. Narvanegowda	250
6	H. Rudrappa	250
7	Shivalingappa	250
8	Chikkanna Setti	

Mudaliars

1	Attadore Mudaliar	250
2	A. S. Govindarajulu	300
3	Kandasami Pillai	325
4	C. V. Natrajan	260
5	Vishwanathe Mudaliar	400
	~~T. Shanmukhan~~	~~260~~

A

Kshatriyas

1	K. Basawaraj Urs	300
2	M. Chidwe Urs	325
3	T. G. Swaraj Urs	250
4	D. Krishna Urs	325
5	B. P. Krishna Urs	400
6	K. Mallaraj Urs	350
7	B. Siddaraj Urs	250
8	H. D. Venkate Urs	400
9	Dan Dayal Singh	400
10	R. Ramachandra Rao Bahadur	325

Nokkaligers

1	M. C. Manjappa	250
2	B. V. Narayana Reddy	300
3	B. N. Vijaya Deva	300

Naidus.

1	T. L. Kanakam	350
2	B. Lakshmipathi Naidu	275
3	B. Rajagopal Naidu	360
4	R. Ramappa Naidu	300

~~R. Ramachandra Rao Bahadur~~ 325
~~M. H. Hanuma Ranga~~ 670
~~H. Hachappa~~ 1000
~~C. do Hindu Christians~~

Christians

1	J. P. David	250
2	R. Dorai Chetty	275
3	Kasthuriraj Chetty	280
4	Mrs L. Lazarus	350

Anglo Indians & Europeans

1.	A. J. Donne.	375	
2	J. E. Dunning	425	
	~~G. H. Krumbiegel~~	~~1400~~	
	~~J. C. Lock~~	~~1500~~	
	~~A. B. Mackintosh~~	~~1000~~	
3	Mr. Meller	325	
4.	Mrs. Miles	260	
5.	A. A. Monteiro	350	
6.	V. I. do	400	
7.	Miss K. Shute	300	
8.	Messrs. Allen	400	

Coupons

1. M. K. Seetaramaiah Chetty 250

Kumbu

1. B. Venkata Sowmayya 375

Brahmins 450 - 800

1	B. Alasingachar	600
2	R. Anantasubrahmanyam	500
3	S. N. Appanna Iyengar	600
4	B. Balaji Rao	450
5	V. R. Cawsik	750
6	J. B. Das	460
7	E. V. Ganapathi Iyer	450
8	V. Ganesa Iyer	570
9	Ganalayori Sadhu	700
10	B. R. Garudachar	570
11	C. Gopalachar	600
12	M. V. Gopalaswami	650
13	K. Gundappa	450
14	K. Gundatt	450
15	H. Hanumantha Rao	450
16	D. K. Hukeri	450
17	S. B. Iyengar	750
18	K. V. Kawe	450
19	B. Krishnamurthy Rao	450
20	N. G. Krishniengar	745
21	B. Krishna Rao	500
22	D. Krishna Rao	450
23	S. H. Krishna Rao	600
24	H. M. Krishna Swami	600
25	B. Krishnaswamiengar	570
26	K. R. Krishnaswamiengar	680
27	N. Lakshmanachar	450
28	C Lakshmana Rao	450
29	N. G. Lakshminarasimha Iyengar	600
30	N. Lakshminarasimhaiya	450
31	S. Muthuswamy Iyer ✓	570
32	C. B. Nagabhushana Rao	450
33	B. Nanjappa	575
34	B. Narasimha Iyengar	670
35	C. V. Narasimha Iyengar	570
36	M. K. Narasimha Iyer	450
37	R. A. Narasimha Iyengar	450
38	N. Narasimhaiya	450
39	G. Narasinga Rao	600
40	V. Narayan Bapat	450
41	K. Narayana Iyengar	710
42	C. R. Narayana Rao	700
43	S. Narayana Rao	500
44	S. Narayana Rao	450
45	M. Padmanabha Rao	650
46	K. Pandharinathy	450
47	R. V. Palankar	750
48	V. V. Patanker	675
49	D. N. Raghavachar	720
50	B. S. Raghavendra Achar Rao	450
51	S. K. Rajagopala Iyer	450
52	B. Rajagopalan	450
53	M. Ramachendra Rao	500
54	M. S. Ramachendra Rao	450
55	M. S. Ramachendra Rao	600
56	R. Ramachendra Rao	450
57	G. K. Ramachendra Rao	710
58	B. K. Ramaprasad	550
59	R. Ramanuja Iyengar	500
60	M. Rama Rao	600
61	M. Ramanja	450
62	T. Ramanja	450
63	E. K. Ramaswamy	580
64	S. Ramaswami	450
65	G. Ramaswami	450
66	S. R. Ramaswamy Iyer	600
67	H. Rangachar	450
68	M. A. Rangachar	640
69	C. N. Ranganathan	450
70	C Rangaswamy Iyengar	450
71	K. D. Rukminiamma	700

72	M. Sadasiva Row	600	107	C. Suryanarayana [illegible]	[illegible]
73	M A. Sampatkumaran	700			
74	B. Sanjiva Row	460			
75	M. Seshadri	600			
76	M. Seshagiri Row	450			
77	G. Seshagiri Row	535			
78	M Shamanna	450			
79	C. Sitaramaiya	700			
80	B. M. Sitkantiah	700			
81	K. Sri Narasimhaiya	580			
82	K. Srinivasa char	450			
83	B. Srinivasa Iyengar	580			
84	M A Srinivasan	450			
85	N. K. Srinivasa Row	600			
86	Sri Srirangamma	500			
87	K. Subba Row	450			
88	K. Subba Row	450			
89	K. Subba Row	450			
90	N. Subba Row	745			
91	P. Subba Row	450			
92	Dr A Subba Row	650			
93	C. Subrahmanya Iyer	450			
94	G. Sundara Row	450			
95	N. Sundararaj Iyengar	450			
96	C. E. Suryanarayana Row	700			
97	R. Thippaiya	570			
98	S. A. Vaideswara Iyer	450			
99	M. A. Varadachar	500			
100	V. Vedavyasachariya	450			
101	K. Venkataramaiya	450			
102	S. Venkataranga Iyengar	450			
103	M. K. Venkata Row	670			
104	M. R. Venkatasubba Row	640			
105	M. Venkatesh	450			
106	N Krishna Iyengar	450			

Kshatriyas

1	M. Chennaraj Urs.	450
2	R. Pullaraj Urs.	450
3	C.M.H. Ranajodh singh	450
4	M. Veeraraj Urs.	450

Lingayets

1	R.P. Mallappa	450
2	G. Paramasivaiya	500
3	K. Revanna	450
4	G. Sanjeevarappa	550
5	K. Siddaramappa	450
6	H.K. Veerabasavaiya	600

Mudaliars

1	T. Balakrishna Moodr	500
2	T.V.A. Iswaran	450
3	A.C. Muniratna Moodr	550
4	P. Parthasarathy	550
5	C. Rajagopal Moodr	625
6	A. Sadasiva Moodr	450
7	T. Singaravelu Moodr.	600
8	Thilasinga Moodr	450
9	V.T. Venugopal	450

Other Communities

1	A.M. Sen.	600
2	R.N. Mirzer	775.

Naidus.

C. Narayanaswamy Naidu	600
M. Navaneetham Naidu	450
V. Ramanujulu Naidu	650

Vaisyas.

1	P. Suryanarayana Setty	450

Vokkaligas

1	J. Appaji Gowda	450
2	H.C. Jayaraniya	580

Other Caste Hindus

1	M.K. Govinda Pillay	580
2	Kunhi Kannan	670
~~3~~	~~R.N. Mirza~~	~~775.~~
3	D.S. Pullanna	750
~~5~~	~~A.M. Sen~~	~~600~~
4	D.C. Subbarayappa	450

Mahomedans.

1	C. Abdul Gani.	600
2	M. Abdul Hakk	450
3	C Abdul Jabbar	450
4	Abdul Aziz Khan	450
5	T. Abdul Khader	450
6	Md Ismail Sheriff	450
7	Aga Md Jaffer	450
8	Sadeq Z. Shah.	600
9	Sultan Mohiyuddin	580

Christians

1	K.S. Captain	460
2	S. Paul Chinnappa	700
3	G.M. Dominick.	550
4	V.A. D'Souza	450
5	H.S. Stenman	700
6	A.P. Mascarenhas	500
7	J. Noronha	650
8	C. Noronha	450
9	Mrs. Ratnamma Isaac	460

Europeans.

1	Miss M.C. Albuquerque	680
2	A. Bellefontaine	500
3	A Clarke	600
4	C.H. Eagles	450
5	C.E. Foregard.	450
6	R.J. Gordon	750
7	Mrs. B. Penniton	520
8	R.L. Steele	570
9	L.A.H. Winckler.	640.
10	R W Simpson Major	500

Brahmins 800 and upwards

1	K. Ariankiaramian.	1,200
2	C.S. Bálásundaram Iyer.	2,000
3	C.S. Doraiswamy Iyer.	2,500
4	Dwarakanath.	1000
5	G.B. Heblikar	1200
6	S. Hiriyanniah	1400
7	N.N. Iyengar	1000
8	J.V. Kanse	1000
9	V.V. Kanse	850
10	B.J. Kesava Iyengar	1000
11	H.V. Krishniah	850
12	B.R. Krishnamachar	800
13	M.N. Krishna Row.	4,000
14	S.H. Lakshminarasappa	850
15	S. Kuppaswamiengar	1000
16	N. Madhava Row	1400
17	B.K. Narayana Row	850.
18	M.S. Narayana Row	800
19	B. Narayanaswamy Iyengar	800
20	S.P. Rajagopalachari	1400
21	A.V. Ramanathan	1200
22	D.K. Rama Row	1500
23	N. Rama Row	1000
24	T.G. Rama Iyer	800
25	B.V. Rama Iyengar	1300
26	H.V. Ramaswamy	800
27	S.A. Ramaswamy Iyer	850
28	N. Rangachar	800
29	M.G. Rangaiya	1400
30	C. Ranganatha Row Sahib	1000
	R. Ranga Row	1200
	S. Sampathiengar	1000
	H. Sarabhoja	815
	K.R. Seshachar	1400
	Yegna Narana Iyer	1000
36	S. Shamanna	1200
37	M.A. Singracharr	800
38	M.A. Srinivasachari	815
39	B. Srinivasa Iyengar	1200
40	D. Srinivasa Iyengar	1200
41	K. Srinivasa Iyengar	1300
42	G. Srinivasa Iyer	1500
43	S. Srinivasa Iyer	1000
44	A. Srinivasa Raghavachari	1000
45	N.S. Subba Row	1400
46	S. Subba Row	1400
47	M. Venkatanarayanappa	1100
48	S. Venkata Rangam	800
49	B. Venkatesachar	900
50	M. Venkatesa Iyengar	800
51	S. V. Venkateswara Iyer	850
52	K. Shankaranarayan Row	1200
53	— Thandoni Row —	815

— Europeans —

1	H.E. Hers.	1200
2	R. Bocquet	1200
3	Dr. L.C. Coleman	2500
4	G.H. Krumbiegel.	1400
5	J.C. Loche	1500
6	A.B. Mackintosh	1,000
7	E.G. Alpine	1.000
8	E.B. Metcalfe	1,750
9	Dr. J.T. Robinson	2.000
10	J.C. Rollo	1000
11	R.W. Scaldwell	850
12	T.R. Sell.	1000
13	Charles Tod Hunter	2000
14	A.J. Westrap	1000

Christians

1	J. Bhore	1400
2	P. G. D'Souza.	2000
3	K. Matthan	2000
4	Thamboo Chetty	2000

Mahomedans

1	Abdul Aziz Khan	1,900
2	Gulam Mohadin Mehkri	800
3	Mirza Mahomed Ismail	5000
4	Syed Taj Beeran	1200
5	S. Abdul Wajid	1000

Lingayets

1	P. Mahadevaiya	1,200
2	G. Rudrapira	800

Vokkaligas

1	B. Puttaiya	800
2	K. H. Ramaiya	1,200

Other Caste Hindus

	C. M. Kariappa	1400
	M. Machaiya	1000
	C. Machaiya	1000
	~~A. R. Wadia~~	1000

Ex-officio members.

1	Marker, H. S.	815
2	A. R. Wadia	1000

G. R. S. III—3]

ROUTINE NOTES.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

237) 18000 (75·9
1659
1410
1185
2250
2133
117

214) 15000 (70·0
1498
200

1) Rs 250 to 450 — Bv. — 70 — 76
N. Bv. — 30 — 24

2) Rs 450 to 800 — Bv. — 61 — 64
N. Bv. — 39 — 36

(3) Rs 800 & upwards — Bv. — 55 — 62
N. Bv. — 45 — 38

Percentage
1918 — 1930

(1930) (1918)

81) 4900 (60·5
486
400
405

166) 10700 (64·4
996
740
664
760

(2) (1918) (1930) 64%

85) 5300 (62·3
510
200
170
300

75) 4700 (54·6
375
350
300
500
450
50

(1930) (1918)

214 237 81 175
150 188 40 107 141 123
64 57 32 59 34 52

250-450
214) 15000 (70·0
1498
200

N. B.—Should routine notes be written on small sli
the notes must be copied, or slips pasted
this form.

APPENDIX III.

Statement showing the number of appointments held by different communities on 30th June 1930.

Sl. Nos.	Communities	Appointments in the superior service carrying a salary of:—														Total	Total
		Less than Rs. 25		Rs. 25 to 50		Rs. 50 to 100		Rs. 100 to 250		Rs. 250 to 450		Rs. 450 to 800		Rs. 800 and upwards			
		1918	1929	1918	1929	1918	1929	1918	1929	1918	1929	1918	1929	1918	1929	1918	1929
1	Brahmins	5,407	2,082	2,821	3,791	862	1,862	362	537	150	191	49	101	41	66	9,712	8,646
2	Bedars	12	60	2	21	...	6	1	1	...	...	...	...	...	...	15	88
3	Yadavas	13	23	3	37	...	6	...	...	...	...	...	...	...	...	16	66
4	Kshatrias	158	107	42	171	16	54	6	6	4	13	1	4	4	...	231	355
5	Kurubas	44	73	2	71	2	10	...	1	...	1	...	...	...	...	48	159
6	Lingayets, ...	412	564	50	248	25	80	10	11	5	6	2	7	...	2	504	918
7	Mudaliars	85	45	216	169	82	128	19	36	6	5	1	10	1	...	410	393
8	Naidus	86	41	107	91	38	84	5	16	4	4	2	2	...	...	242	238
9	Vaisyas	41	16	22	88	10	81	2	8	...	1	1	1	...	...	76	145
10	Telugu Banajigas ...	69	88	8	69	2	23	1	4	1	...	...	10	...	...	101	205
11	Vokkaligas	258	413	54	258	18	16	4	13	3	3	...	2	1	2	338	707
12	Other Caste Hindus ...	372	456	61	349	14	119	4	16	3	21	6	6	1	3	461	947
13	Jains	34	23	8	44	1	11	...	1	...	...	1	...	...	...	44	79
14	Mahomedans	803	728	177	553	65	170	17	33	18	18	...	9	3	6	1,078	1,521
15	Christians	257	229	71	188	45	117	7	32	5	9	6	11	5	4	395	589
16	Other Communities ...	9	17	8	4	3	3	...	2	2	...	6	1	2	1	30	23
17	Adikarnatakas and other Depressed classes.	59	224	8	67	...	1	...	2	...	...	...	...	...	...	67	294
18	Anglo-Indians and Europeans ...	11	37	19	31	41	36	44	24	17	26	7	11	17	15	156	160
	Total ...	8,150	5,225	3,679	6,291	1,244	2,777	482	743	213	251	81	163	75	67	13,924	15,538

Proof for approval
S. D.
6/2

No. C.R.B. OFFICE OF THE CENTRAL RECRUITMENT BOARD,
PUBLIC OFFICES,
Bangalore, dated

FROM

D. C. SUBBARAYAPPA, ESQ., B.A., B.L.,
Secretary, Central Recruitment Board.

To

N. MADHAVA RAO, ESQ., B.A., B.L.,
Chief Secretary to the Government
of Mysore, Bangalore.

SIR,

I am directed to submit herewith a Report on the progress achieved in the matter of the appointment of members of backward communities to the public service in Mysore from 1921 to 1930.

2. It is nearly a decade since Government accorded sanction to a definite policy in respect of the encouragement to be shown to members of backward communities for entry into the public service in Mysore. Reports as to the progress achieved in carrying out this policy have been published from time to time and Government have more than once taken note of the defects brought to light and directed the adoption of remedial measures for their removal. It is now proposed to take stock of the progress achieved so far and submit a consolidated report on the subject.

3. In 1921, while passing orders on the recommendations of a committee constituted under the chairmanship of the late Sir Laslie Miller, Government directed that attempts should be made to increase the representation of backward communities in the public service in Mysore so as to raise the proportion of members of such communities in all head-quarter and district offices of all departments gradually to 50 per cent of the total strength (exclusive of those in inferior service) within seven years.

4. With this object in view, they issued instructions to all officers authorised to make appointments in the public service that preference should be given to candidates of backward communities in respect of initial appointments provided they possessed the prescribed minimum qualification, even though they may be less qualified than other candidates. Certain other concessions were also granted, the principal among them being the following :—

(1) In respect of candidates of backward communities, the maximum age for entry into service was raised from 25 to 28 years.

(2) To enable backward communities to take advantage of the opportunities afforded for entry into public service, special facilities were offered in the shape of scholarships to members of such communities.

(3) The minimum qualifications required for the various grades of appointments were revised.

(4) While it was considered undesirable to abolish competitive examinations for direct recruitment to the higher ranks of the service, it was laid down as a policy that an adequate number of candidates from among backward communities should be selected by nomination on each occasion of recruitment by competition.

(5) In view of the desirability of posting an increasing number of officers belonging to backward communities to the head-quarter offices, Government agreed to consider specially the claims of officers belonging to such communities in filling up appointments at head quarters.

5. To ensure that the intention of Government was given effect to by appointing officers, Government directed the constitution of a Central Recruitment Board with one of the Members of Council as Chairman, three Heads of Departments and the Chief Secretary to Government as official members, three representatives of the principal backward communities in the State as non-official members and one of the Assistant Secretaries to Government as Secretary. The Board had no power of direct appointment, but had to act as a Vigilance Committee. It was charged with the responsibility of obtaining statistics of recruitment during each official year and reviewing the progress made in increasing the representation of different communities in the public service.

6. The Board had functioned for scarcely a year when it was found that the conditions created by retrenchments effected in the year 1922 seriously affected the progress in the recruitment of candidates of backward communities in the public service. As many as 574 posts were abolished as a result of these retrenchments and officials who were thrown out of employment were ordered to be given preference over new candidates including those belonging to backward communities.

7. As the progress in re-absorbing discharged officials was necessarily slow owing to paucity of vacancies, there was also a corresponding retardation in giving effect to the policy of Government enunciated in the order passed on the report of the Miller Committee.

8. Government therefore thought it desirable in an order passed in January 1923 to direct the adoption of the following special measures to overcome the disadvantageous position brought about by the orders of retrenchment referred to above:—

(1) It was directed that some vacancies should be created in the clerical and subordinate executive services up to and inclusive of the grade of Amildars by retiring some officials who had completed the qualifying service required for earning a pension equal to half their pay even though they had not reached the age of superannuation.

(2) With a view to facilitate direct recruitment to the different grades of the subordinate executive services, three Probationerships were ordered to be created temporarily in each department for each grade of executive service, two of these appointments at least being recruited by members of backward communities.

(3) As the constitution of the Central Recruitment Board was of too limited a character, the President of the Board was requested to invite the Heads of all major departments to the meetings of the Board when the quarterly returns were reviewed so that those officers and the members of the Board may have a common discussion of the progress of recruitment work during the quarter, review the results achieved, and in the light of the difficulties experienced, suggest modifications in the rules and procedure for securing better results.

9. In the year 1925, in view of the large number of applications for the grant of exemptions from possessing the prescribed general educational qualifications for being appointed to vacancies and of cases of irregular appointments made in contravention of the Rules of Recruitment coming up for disposal, Government considered it desirable to order the formation of a Sub-Committee of the Central Recruitment Board with the Revenue Commissioner as Chairman and three non-official gentlemen as Members to consider such cases and facilitate their disposal.

10. In order to provide further facilities for the entry of new recruits possessing general educational qualifications, but not qualifications in departmental tests in appointments for which such tests have been prescribed, it was ordered in October 1928 that candidates possessing the general educational qualifications prescribed for such appointments should be entertained on probation subject to their being confirmed in their posts on passing the prescribed departmental test or tests within a period of two years. Provision was also made for the training of such candidates for a period of three months.

11. The purely technical appointments in the Railway Department as well as in the Government Press were ordered to be taken outside the scope of the Central Recruitment Board as it was represented that technical knowledge and training were of greater importance in such cases than mere academical qualifications.

12. As it was brought to the notice of Government that the Rule passed in the year 1921 to the effect that appointing officers should invariably give preference to candidates of backward communities in making initial appointments until the proportion of such candidates attained the limit of 50 per cent worked as a hardship in the case of Brahmin candidates, orders were issued in June 1927 directing that, in departments in which the representation of backward communities had not reached the prescribed limit, 75 per cent of the vacancies available for direct recruitment should be reserved for candidates of backward communities and the remaining 25 per cent should be made available to members of all communities. It was also directed that in departments in which the representation of backward communities had reached the precribed limit, two-thirds of the number of vacancies available for direct recruitment should be reserved for candidates of such communities and one-third made available to members of all communities. These instructions were intended to be in force irrespective of the seven-year limit prescribed in the order of 1921. Instructions were also issued about the procedure to be adopted in cases in which no eligible candidates belonging to backward communities applied for vacancies advertised for such communities or having applied, declined or failed to take up the appointments. The main principle kept in view in such cases was that such vacancies should as far as possible be utilised for providing for members of backward communities and it was only when several attempts in this direction proved infructuous that they could be allowed to be disposed of otherwise, and that too with the specific sanction of Government in each case.

13. Although there has been some improvement in the proportion of members of backward communities in the State Service for the past 10 years as a result of the steps taken by Government, it must be admitted that the results achieved so far have not been commensurate with the amount of thought and trouble devoted to the subject. This is perhaps because the attention of the Board has been confined mainly to appointments in the lower grades. The question of appointing a Staff Selection Board to see to the introduction of adequate representation of backward communities in the higher ministerial and gazetted ranks of the service was considered by Government in the early part of last year and it was decided that the question as to what measures were necessary to improve their representation may be examined by the Central Recruitment Board and definite proposals submitted to Government for orders. The Revenue Commissioner, who examined the question in respect of the Revenue Department, has expressed the opinion that, so far as the recuritment to the grade of Assistant Commissioners and Amildars is concerned, the existing system is well suited to promote the representation of backward communities and no change is called for in it. But he thinks the case is different in regard to important ministerial appointments in the Revenue Department such as those of District Sheristedars, Taluk Sheristedars, Head Accountants, Head Gumastas and so on. The Revenue Commissioner brings to notice that the proportion of members of backward communities holding these offices is exceedingly small. He considers that, unless there is some radical improvement in the methods of recruitment to these higher ministerial appointments, there is no likelihood of improving the efficiency of these offices or of increasing the representation of backward communities therein. He has therefore submitted a scheme for the appointment of Probationary Clerks so that they may, after the necessary training for a year or two, be able to fill the important ministerial appointments referred to above. The question is under the consideration of the Central Recruitment Board and the principles that may be found suitable for the Revenue Department could be applied, with necessary modifications, to other departments.

14. The question of regulating appointments in the University came up for consideration in the year 1928 and orders were passed in August of that year issuing definite instructions with regard to appointments in the tutorial staff of the University. It was agreed that the main consideration in all tutorial appointments should be the efficiency of teaching in the University and that such a consideration should be regarded as paramount. It was ordered at the same time that the University

should keep in view the desirability and importance of securing adequate representation of backward communities on its tutorial staff as far as may be with due regard to efficiency of teaching. All appointments of and above the grade of Assistant Professors were directed to be advertised direct by the University as heretofore, while those in vacancies below that grade were directed to be advertised through the Central Recruitment Board.

15. It having been observed that the composition of the tutorial staff of the University in March 1929 consisted of 233 members, of whom only 35 belonged to backward communities, the University Council sent up a Resolution to Government to the effect that, when candidates of all communities applied for a vacancy, the candidate of a backward community should be preferred to another of approximately equal qualifications. Orders approving of this resolution were passed in April 1929.

16. As it was brought to notice that the representation of members of backward communities in the executive service of the Education Department was not adequate, orders were issued about the beginning of 1930 directing that the four officers belonging to backward communities who were acting as Assistant Inspectors be placeed in the grade of Rs. 75—10—125 by a temporary addition of posts in the grade until they could be absorbed in vacancies then existing or that might occur later on.

17. Rules were issued in the years 1925 and 1927 to provide for the employment of Government officials to certain appointments under the Town and Minor Municipal Councils and the Bangalore City Municipal Council. But no rules had so far been issued under sections 186 (j) and 187 of the Municipal Regulation to regulate the appointment of persons who were not under Government employ. Orders were therefore issued in October 1930 making certain rules for determining the mode and conditions of appointing non-gazetted officers in the superior service of the Municipal Councils in the State. According to these Rules, all Municipal Councils in the State. including the two City Municipalities, are bound to conform to the Rules of Recruitment in making appointments on their establishment.

18. Appointments in the Secretariat were till recently outside the scope of Recruitment Rules. Orders were passed in December 1929 introducing these rules into the General and Revenue Secretariat and its associated offices. In order to increase the representation of backward communities in the Secretariat, it was also directed that, in all acting vacancies occurring in the Secretariat for the next two years, candidates of backward communities should be appointed if available. Action taken in this direction has enabled a good many qualified candidates of backward communities to get an opportunity of securing a footing in the Central Offices of Government, the number of such candidates so appointed being 14 since the passing of the order.

19. No report relating to increased representation of backward communities in the public service can be considered complete, if it has no reference to the action taken for the improvement of Adi-karnatakas and Adi-dravidas who come under the term Depressed Classes. Government have taken steps in several directions for promoting the moral and material welfare of these classes, such as, by the system of land grants, establishment of agricultural colonies, opening of separate Co-operative Societies, creation of special facilities for their education, etc. But for purposes of this report, it would perhaps be enough if attention was confined to the action taken for providing for the representation of members of these classes in the public service of the State. Several representatives of these classes repeatedly urged for special preference being shown to qualified candidates among them in the matter of securing appointments suited to their qualifications. Government viewed their prayer with sympathy and directed in an order passed in February 1922 that qualified candidates of such classes seeking employment in Government departments should be given the *first preference*. But as it was represented that these directions had given rise to divergent views as to the principle that should be adopted in selecting candidates belonging to depressed classes for appointment, a fresh order was issued in April 1929 giving clear instructions as to the extent to which preference should be shown to members of these classes in General Vacancies open to all classes as well as in Special Vacancies reserved for members of backward communities. There is reason to believe that these orders have enabled several candidates of Depressed Classes to secure appointments suited to their qualifications in various offices in the State.

20. The following table shows the percentage of appointments of various grades held by members of backward communities in the years 1918 and 1930:—

Salary	Community	1918	1930
Rs. 100 and below ...	Non-Brahmin ..	26	32
	Brahmin ..	74	68
100 to 250 ...	Non-Brahmin ...	18	28
	Brahmin ...	82	72
250 to 450 ...	Non-Brahmin ...	24	26
	Brahmin ...	76	74
450 to 800 ..	Non-Brahmin ..	33	31
	Brahmin ..	67	69
800 and upwards ...	Non-Brahmin ...	29	28
	Brahmin ...	71	72

From the above, it will be seen that the percentage in respect of backward communities in the higher ranks of the service has not shown any marked improvement since 1918. This is more or less inevitable as the appointments in the higher ranks are regulated by the promotion of men already in service irrespective of the communities to which they belong. But the 50 per cent limit in respect of ministerial appointments coming within the purview of the Central Recruitment Board has been reached in 10 out of 63 offices in the year 1929-30. (*Vide* Appendix).

21. A brief retrospect has been given in the preceding paragraphs of the progress achieved under the various items coming within the purview of the Central Recruitment Board. Mention may now be made of progress achieved in some other directions which, though not coming within the direct purview of the Board, have a material bearing on the advancement of the interests of backward communities in the State.—

(1) Facilities have been offered for the education of members of backward communities by the award of special scholarships.

(2) Some of the appointments to the Civil Service are made by the direct nomination of members of backward communities.

(3) In making selections for appointment as Probationers in the Revenue and some other departments, special preference is shown to candidates of backward communities.

(4) Qualified officials of backward communities in the Revenue and other departments whose pay is not less than Rs. 50 are selected for inclusion in the Amildari Eligibility list and Government have accepted the principle that two out of three vacancies in the Amildari and Deputy Amildari service should be filled up by candidates of backward communities.

22. This report may now be concluded with the following brief summary of the main items of progress dwelt in detail in the foregoing paragraphs:—

(1) A policy was laid down in May 1921 that attempts should be made to increase the representation of backward communities in the public service so as to raise the proportion to 50 per cent of the total strength within seven years.

(2) A Central Recruitment Board was constituted to serve as a Vigilance Committee in respect of appointments made in the various departments of Government and to watch the progress made in increasing the representation of backward communities in the public service from time to time.

(3) Retrenchments effected in the year 1922 seriously affected the progress in this representation and certain special measures were ordered to be adopted to overcome the disadvantageous position brought about by the orders of retrenchment.

(4) A Sub-Committee of the Central Recruitment Board was formed in December 1925 to consider cases of exemption from the strict application of Rules.

(5) Orders were issued in June 1927 directing that $\frac{3}{4}$ths and in some cases $\frac{2}{3}$rds of the number of vacancies available for direct recruitment should be reserved for candidates of backward communities and the remaining vacancies made available

to members of all communities. These instructions were to be in force even after the lapse of the seven year limit prescribed in the order of 1921.

(6) The question of appointing Probationary Clerks for the Revenue Department is under consideration.

(7) The principles to be adopted with regard to appointments in the University have been defined.

(8) Four places in the grade of Rs. 75-10-125 were created in the Education Department for the appointment of members of backward communities as Assistant Inspectors of Education.

(9) Orders were issued in 1930 directing all Municipal Councils to conform to the Rules of Recruitment in making appointments on their establishment.

(10) The Rules of Recruitment were made applicable to the General and Revenue Secretariat and its Associated Offices in December 1929 and 14 members of backward communities have been appointed to the Secretariat since then.

(11) Provision has been made for preference being shown to members of Depressed Classes in the matter of getting appointments in the public service.

(12) Action has been taken in several other directions for promoting the advancement of the interests of backward communities, such as, by the award of scholarships, appointments to the Civil Service and as Probationers in the Revenue and some other departments, inclusion in the Amildari Eligibility List and preference in being sent out as Amildars and Deputy Amildars.

I have the honor to be,

Sir,

Your most obedient servant,

D. C. SUBBARAYAPPA,

Secretary, Central Recruitment Board.

APPENDIX I.

With reference to men actually holding Posts.

Statement showing the number and the percentage of Brahmin and Backward communities of the Ministerial and Executive Establishments of the several Departments in the State for the year ending with 30th June 1930.

Serial No.	Name of Departments or Offices	Ministerial					Executive				
		No. of Brahmins	No. of Non-Brahmins	Percentage of			No. of Brahmins	No. of Non-Brahmins	Percentage of		
				Total	Brahmins	Non-Brahmins			Total	Brahmins	Non-Brahmins
1	General and Revenue Secretariat and Associated Offices.	138	79	217	63	37	...	...	...	...	...
2	The Comptroller to Government of Mysore.	250	124	374	66	34	...	...	...	...	...
3	The Secretary, Mysore State Life Insurance Committee.	30	32	62	48	52	...	...	...	...	...
4	The Superintendent, Revenue Survey.	102	22	124	82	18	228	67	295	77	23
5	The Revenue Commissioner ...	17	12	29	59	41	...	...	...	...	...
6	The Deputy Commisioner, Mysore.	257	89	346	74	26	56	36	92	61	39
7	Do Bangalore.	170	61	231	70	30	46	42	88	52	48
8	Do Kolar ...	182	98	280	65	35	33	53	86	38	62
9	Do Hassan ...	182	55	237	77	23	58	73	131	46	54
10	Do Kadur ...	111	51	162	69	31	29	11	40	73	27
11	Do Shimoga ...	122	70	192	63	37	24	24	48	49	51
12	Do Tumkur ...	175	92	267	65	34	48	76	124	39	61
13	Do Chitaldrug.	109	57	166	66	34	16	15	31	52	48
14	The Muzrai Commissioner ...	10	7	17	59	41	4	...	4	100	...
15	The Registrar, High Court ...	258	179	437	59	41	89	55	165	48	52
16	The Government Advocate ...	2	...	2	100	...	...	...	...	...	...
17	The Registrar, Mysore University.	75	34	109	68	32	206	61	267	77	23
18	The Director of Public Instruction	305	82	387	79	21	4,887	5,093	9,980	49	51
19	The Inspector-General of Police ...	14	9	23	61	39	373	545	918	41	59
20	The Senior Surgeon in Mysore ...	25	42	67	36	64	249	623	872	29	71
21	The Inspector-General of Prisons.	12	6	18	67	33	4	85	89	10	90
22	The Director of Health ...	5	16	21	24	76	19	22	41	46	54
23	The Chief Conservator of Forests.	134	46	180	75	25	119	98	217	55	45
24	The Excise Commissioner ...	122	61	183	66	34	87	125	212	41	59
25	The Inspector-General of Registration.	220	88	308	71	29	...	...	...	...	...
26	The Registrar, of Joint-stock-companies.	4	...	4	100	...	...	...	...	...	...
27	The Commissioner of Income-tax.	37	16	53	70	30	2	1	3	67	33
28	The Commissioner of Stamps ...	9	11	20	45	55	...	...	...	...	...
29	The Director of Industries and Commerce.	64	28	92	64	36	90	150	240	38	62
30	The Director of Sandal Oil Factories	16	1	17	94	6	18	8	26	69	31
31	The Superintendent, Government Gardens.	7	7	14	46	54	7	10	17	41	59
32	The Director of Horticulture ...										
33	The Superintendent, Government Museum.	2	2	4	50	50	...	1	1	...	100
34	The Director of Agriculture ...	72	36	108	67	33	204	201	405	50	50
35	The Registrar, Co-operative Societies.	18	11	29	62	38	26	17	43	60	40

APPENDIX I.—*concld.*

Serial No.	Department	Ministerial					Executive				
		No. of Brahmins	No. of Non-Brahmins	Percentage of			No. of Brahmins	No. of Non-Brahmins	Percentage of		
				Total	Brahmins	Non-Brahmins			Total	Brahmins	Non-Brahmins
36	The Chief Commandant, Mysore State Troops.	47	19	66	71	29	3	6	9	33	67
37	The Chief Electrical Engineer ...	97	80	177	55	45	95	77	172	55	45
38	The Chief Inspector of Mines ...	2	2	4	50	50	...	1	1	...	100
39	The Director of Geology ...	7	4	11	64	36	4	2	6	66	34
40	The Superintendent, Government Printing.	41	104	145	28	72	...	...	...	...	...
41	The Superintendent, Government Stationery.	6	3	9	67	33	...	...	...	...	...
42	The Chief Engineer, K. R. S. Works.	46	48	94	49	51	124	24	148	84	16
43	The Chief Engineer in Mysore ...	47	41	88	53	47	19	13	32	59	41
44	The Superintending Engineer, Mysore Circle.	86	45	131	64	34	126	64	190	67	33
45	Do Shimoga do	77	31	108	71	29	120	21	141	83	17
46	The Secretary to Government, Mysore Railways.	3	3	6	50	50	...	...	...	...	...
47	The Agent, Mysore Railways ...	10	8	18	51	49	...	...	...	...	...
48	The Auditor, do ...	89	33	122	73	27	1	2	3	33	67
49	The Engineer-in-Chief, do ...	32	16	48	67	33	28	7	35	76	24
50	The Chief Store-keeper, do ..	13	2	15	87	13	10	3	13	77	23
51	The Traffic Manager, do ...	31	9	40	78	22	219	100	319	71	29
52	The Loco and Carriage Superintendent.	23	11	34	68	32	7	8	15	44	56
53	The Meteorological Reporter ...	5	4	9	56	44	...	...	...	...	...
54	The President, Sanitary Board, Kolar Gold Fields.	4	2	6	67	33	6	10	16	38	62
55	The President, District Board, Mysore ...	6	2	8	71	29	13	18	31	42	58
56	Do Bangalore..	5	2	7	71	29	6	22	28	21	79
57	Do Kolar ...	6	...	6	100	...	9	13	22	41	59
58	Do Hassan ...	5	1	6	83	17	1	...	1	100	...
59	Do Kadur ...	5	1	6	83	17	4	11	15	27	73
60	Do Shimoga ...	4	3	7	57	43	4	6	10	40	60
61	Do Tumkur ...	3	3	6	50	50	9	17	26	35	65
62	Do Chitaldrug.	4	2	6	67	33	10	9	19	53	47
63	The President, City Municipal Council, Bangalore.	42	14	56	75	25	68	96	164	40	60
64	Do Mysore ...	33	4	37	89	11	45	65	110	41	59
65	The President Town Municipal Council, Hassan.	8	1	9	89	11	1	7	8	12	88
66	Do Chikmaglur.	3	1	4	75	25	2	4	6	33	67
67	The President, Town Municipal Council, Sagar	1	2	3	33	67	1	...	1	100	...
68	Do Tumkur ...	5	5	1	83	17	3	3	6	50	50
69	Do Tiptur ...	...	...	...	...	...	...	...	...	...	...
70	Do Anekal ...	...	...	...	...	...	...	...	...	...	...
71	Do Dodballapur.	1	...	1	100	...	...	1	1	...	100
72	Do Malur ...	1	...	1	100	...	...	1	1	...	100
	Total ...	4,054	2,029	6,083	677	33%	7,881	8,083	1,5964	49%	51%

Statement showing the number of persons of various com

Offices	Ministerial															
	Brahmins	Bedars	Yadavas	Kshatriyas	Kurubas	Lingayets	Mudaliars	Naidus.	Vaisyas	Telugu Banajigas	Vokkaligas	Other caste Hindus	Jains	Mohamadens	Christians	Other communities
1. General and Revenue Secretariat and Associated Offices.	158	...	...	5	4	7	11	7	1	5	8	7	...	15	12	...
2. The Comptroller to Government ...	250	...	1	4	...	4	19	11	8	4	8	13	3	18	11	...
3. The Secretary Mysore State Life Insurance	80	...	...	...	1	8	4	...	2	1	8	12	...	8	3	...
4. The Superintendent, Revenue Survey ...	102	...	1	4	...	8	...	...	...	1	8	4	...	...	1	...
5. The Revenue Commissioner ...	17	...	...	...	...	8	...	...	2	1	...	2	...	3	...	...
6. The Deputy Commissioner, Mysore ...	257	1	...	9	2	15	...	2	...	1	12	18	7	7	4	...
7. Do Bangalore ...	170	...	3	6	1	4	...	3	3	5	10	5	8	18	1	1
8. Do Kolar ...	182	...	1	6	7	3	4	5	6	6	6	12	1	36	2	...
9. Do Hassan ...	182	...	...	4	1	4	...	...	4	1	15	10	8	11	2	...
10. Do Kadur ...	111	...	...	1	...	10	3	1	5	1	4	6	1	10	6	...
11. Do Shimoga ...	122	...	3	5	6	11	2	2	...	...	2	27	1	4	4	...
12. Do Tumkur ...	175	3	2	6	4	17	3	...	1	1	1	21	5	18	5	...
13. Do Chitaldrug ...	109	1	2	7	4	13	...	1	8	...	...	8	...	12	1	...
14. The Muzrai Commissioner ...	10	...	...	...	...	1	..	...	...	1	1	2	...	...	2	...
15. The Registrar, High Court ...	258	...	...	16	12	31	7	8	6	16	19	30	6	24	6	...
16. The Government Advocate ...	2	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
17. The Registrar, Mysore University ...	75	...	...	2	...	5	2	2	2	1	2	11	1	2	4	...
18. The Director of Public Instruction ...	305	2	1	2	...	11	4	3	5	2	7	11	8	17	6	2
19. The Inspector General of Police ...	14	...	...	...	...	...	2	...	1	2	...	...	1	1	2	...
20. The Senior Surgeon in Mysore ...	25	..	1	4	1	3	6	4	3	3	2	2	...	6	6	...
21. The Inspector General of Prisons ...	12	...	...	...	...	...	3	...	...	1	...	...	...	2	...	...
22. The Director of Health ...	5	...	...	3	...	2	2	5	...	...	...	...	...	2	2	...
23. The Chief Conservator of Forests ...	134	...	1	6	3	4	2	4	2	...	2	6	...	6	1	...
24. The Excise Commissioner ...	122	...	3	3	3	4	2	2	2	1	5	9	...	18	7	...
25. The Inspector-General of Registration ...	220	2	2	9	3	19	3	3	4	1	6	14	1	16	3	...
26. The Registrar, Joint-stock Companies ...	4	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
27. The Commissioner of Incometax ...	37	...	...	...	...	2	1	5	...	...	1	1	...	5	1	...
28. The Commissioner of Stamps ...	9	...	1	1	1	1	1	1	1	...	1	1	1	...	1	...
29. The Director of Industries and Commerce ...	64	...	1	2	...	4	4	1	2	...	...	3	...	3	4	2
30. The Director of Sandal Oil Factories ...	16	...	...	...	...	...	...	1	...	...	...	...	...	...	...	...
31. The Superintendent of Government Gardens	7	...	1	1	1	...	1	1	...	...	...	1	...	...	1	...
32. The Director of Horticulture ...																
33. The Superintendent, Government Museum	2	...	...	...	...	...	1	...	...	...	...	1	...	...	...	...
34. The Director of Agriculture ...	72	...	...	3	...	3	1	1	1	...	6	10	...	3	3	...
35. The Registrar, Co-operative Societies ...	18	...	...	1	...	3	...	...	...	...	2	3	...	1	1	...
36. The Chief Commandant, Mysore State Troops.	47	...	...	3	...	4	4	...	...	...	...	1	...	5	2	...
37. The Chief Electrical Engineer ...	97	...	2	6	4	5	19	6	3	...	4	11	...	7	13	...
38. The Chief Inspector of Mines ...	2	...	...	...	...	...	2	...	...	...	...	...	...	...	...	...
39. The Director of Geology ...	7	...	...	...	...	...	...	1	...	...	...	2	...	...	1	...
40. The Superintendent, Government Printing	41	...	5	4	6	6	10	3	2	5	12	37	...	6	7	...
41. The Superintendent, Stationery ...	6	...	...	...	...	...	1	...	...	...	...	1	...	...	...	...
42. The Chief Engineer Krishna Raja Sagara Works.	46	...	1	2	1	5	12	7	2	1	2	6	2	...	6	...
43. The Chief Engineer of Mysore ...	47	...	...	...	1	2	13	12	...	4	3	2	...	2	1	...

Result for appts
6/2

APPENDIX II.

NCE TO MEN ACTUALLY HOLDING POSTS.

nities in the several departments for the year ending 30th June 1930.

other depressed classes	Anglo-Indians and Europeans	Total	Executive																			
			Brahmins	Bedars	Vadaṭas	Kshatriyas	Kurubas	Lingayets	Mudaliars	Naidus	Vaisyas	Telugu Banajigas	Vokkaligas	Other caste Hindus	Jains	Mohamēdans	Christians	Other Communities	Adi-Karanatakas and other depressed classes	Anglo-Indians and Europeans	Total
2	...	217	...	..	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
19	1	874	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
..	...	62	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
..	...	124	228	...	...	1	5	21	...	2	4	1	7	17	4	2	8	...	...	...	295
	1	29	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
11	..	846	56	...	...	8	...	3	1	8	...	...	4	7	2	12	1	...	...	...	92
1	...	234	46	...	...	1	...	8	1	3	...	...	5	5	...	15	8	...	...	1	88
3	...	280	33	1	...	4	1	8	2	1	2	8	2	3	1	24	1	...	...	...	86
..	...	237	58	...	...	5	3	6	...	1	2	5	01	18	...	26	2	...	...	...	181
3	...	162	29	...	...	...	...	4	...	...	1	...	2	...	...	4	...	...	...	...	40
3	...	192	24	...	...	2	...	6	1	1	2	...	...	2	...	6	4	...	...	...	45
2	..	267	48	...	5	2	...	11	2	...	3	2	11	15	3	20	2	...	...	...	124
..	...	166	16	...	...	...	...	5	1	...	...	...	...	3	1	5	...	...	...	...	31
..	...	17	4	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	4
3	...	437	80	3	2	2	15	4	2	1	...	4	16	14	1	20	1	...	...	...	165
..	...	2	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
..	...	109	206	...	...	...	...	4	8	2	2	3	2	8	...	11	20	1	...	...	267
6	...	387	4,687	84	17	92	118	1,285	22	20	53	163	553	785	52	1,431	118	1	804	...	9,980
..	...	23	873	8	4	34	21	29	9	18	1	20	53	103	4	208	18	...	11	4	919
1	...	67	249	4	2	20	16	11	57	24	4	12	21	57	3	50	295	...	4	43	872
..	...	18	4	...	...	5	...	1	1	1	...	2	2	5	...	6	4	2	4	2	89
..	...	21	19	...	...	3	...	...	3	1	...	1	3	1	...	1	9	...	...	...	41
2	...	180	119	...	2	16	1	6	3	6	...	2	19	2	...	33	6	...	2	...	217
2	...	188	87	1	2	17	1	8	4	5	1	3	9	13	...	54	9	...	3	...	212
2	...	308	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	...	4	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	..	53	2	...	...	...	...	1	...	...	...	...	...	...	...	...	...	...	...	...	...
.	...	20	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	3
.	2	92	90	...	1	7	...	2	4	20	8	...	19	31	...	22	17	8	9	2	240
:	...	17	18	...	...	1	...	...	2	1	...	...	3	...	...	1	...	...	...	...	26
.	...	14	7	...	...	...	...	1	...	2	1	...	1	4	...	...	1	...	...	...	17
.	...	4	...	...	...	...	...	...	1	...	...	...	...	...	...	...	...	...	...	...	1
	...	108	204	...	...	25	3	12	6	5	3	9	23	26	1	68	17	...	6	...	405
	...	29	26	2	1	2	...	8	...	...	2	...	2	2	...	2	1	...	...	...	43
	...	66	3	...	...	...	...	...	1	...	...	...	...	...	...	5	...	...	...	...	9
	...	177	95	...	...	4	...	4	9	10	3	1	5	6	2	5	9	2	...	17	172
	...	4	...	...	...	1	...	...	...	...	...	...	...	...	...	...	...	...	...	...	1
	...	11	4	...	...	...	...	...	...	...	...	...	1	...	...	...	1	...	...	...	6
	1	145	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
	...	9	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
	...	94	124	...	...	4	...	1	5	2	1	...	1	5	...	5	...	...	...	...	148
	...	88	19	...	...	...	...	...	4	1	...	...	2	1	...	3	1	...	1	...	32

Offices	Ministerial																
	Brahmins	Bedars	Yadavas	Kshatriyas	Kurubas	Lingayets	Mudaliars	Naidus	Vaisyas	Telugu Banajigas	Vokkaligas	Other caste Hindus	Jains	Mahomedans	Christians	Other communities	Adi-Karnatakas and other depressed classes
44. The Superintending Engineer, Mysore Circle.	66	1	...	2	...	3	12	8	1	2	8	4	...	3	2	...	4
45. The Superintending Engineer, Shimoga Circle.	77	...	...	2	...	5	10	4	1	...	1	2	1	3	2	...	...
46. The Secretary to Government, Mysore Railways.	3	...	...	...	...	2	...	...	...	...	...	...	...	1	...	...	...
47. The Agent Mysore Railways ...	10	...	...	...	1	...	2	...	1	...	1	...	...	2	1	...	...
48. The Auditor, Mysore Railways ...	89	...	1	8	...	2	11	4	2	...	...	7	...	...	3	...	...
49. The Engineer-in-Chief (Do) ...	32	...	...	1	...	1	4	1	1	...	1	3	...	...	4	...	...
50. The Chief Store Keeper (Do) ...	13	...	...	...	...	...	1	...	...	...	...	...	1	...	...	...	...
51. The Traffic Manager (Do) ...	31	...	...	...	...	1	1	1	...	...	2	1	..	2	1	...	...
52. The Loco and Carriage Superintendent ...	23	...	...	1	...	1	4	3	...	...	2	...	...	...	...	...	...
53. The Meteorological Reporter ...	5	...	...	...	...	...	1	1	...	1	...	1	...	...	...	...	...
54. The President, Sanitary Board, Kolar Gold Fields.	4	...	...	...	...	...	...	...	...	...	...	1	...	1	...	...	...
55. The President, District Board, Mysore ...	6	...	...	...	...	...	...	...	1	...	...	1	...	...	...	...	...
56. Do Bangalore ...	5	...	...	...	...	...	...	...	...	...	...	...	...	2	...	...	...
57. Do Kolar ...	6	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
58. Do Hassan ...	5	...	...	...	...	...	...	...	...	...	...	...	...	1	...	...	...
59. Do Kadur ...	5	...	...	...	...	...	...	...	1	...	...	...	...	...	...	...	...
60. Do Shimoga ...	4	...	...	...	1	...	...	...	...	...	...	1	...	...	1	...	...
61. Do Tumkur ...	3	...	...	...	...	...	...	...	...	...	...	1	..	...	2	...	...
62. Do Chitaldrug...	4	...	...	...	...	...	...	...	...	...	...	...	1	1	...	...	...
63. President, City Municipal Council Bangalore.	42	...	1	1	...	4	...	1	8	...	2	1	...	...	1	...	...
64. President, City Municipal Council Mysore	83	...	...	...	...	1	...	...	...	...	1	1	...	1	...	...	...
65. President Town Municipal Council Hassan	8	...	...	...	...	...	...	...	...	...	1	...	...	...	...	...	...
66. Do Chickmagalur	8	...	...	...	...	...	...	...	...	1	...	...	...	...	...	...	...
67. Do Sagar ...	1	...	...	1	...	...	...	...	...	...	...	1	...	...	...	...	...
68. Do Tumkur ...	5	...	...	...	...	...	...	...	...	...	...	1	...	...	...	...	...
69. Do Tiptur ...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
70. Do Anekal ...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
71. Do Dodballapur...	1	...	...	...	...	...	...	...	..	...	...	...	...	...	..	...	...
72. Do Malur ...	1	...	..	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Grand Total ...	4,054	10	34	136	68	232	195	120	87	69	164	336	42	303	156	5	67

Communities

1. Brahmins ..
2. Bedars ..
3. Yadavas ..
4. Kshatriyas ..
5. Kurubas ...
6. Lingayets ...
7. Mudaliars ...
8. Naidus ..
9. Vaisyas ...
10. Telugu Banajigars. ...
11. Vokkaligas ...
12. Other caste Hindus ...
13. Jains ..
14. Mahomedans ..
15. Christians ..
16. Other communities ...
17. Adikarnatakas and other depresed classes
18. Anglo-Indians and Europeans

Total

PPENDIX II—*concld.*

Europeans	Total	Executive																		
		Brahmins	Bedars	Yadavas	Kshatriyas	Kurubas	Lingayets	Mudaliars	Naidus	Vaisyas	Telugu Banajigas	Vokkaligas	Other caste Hindus	Jains	Mohamedans	Christians	Other communities	Adikarnatakas and other depressed classes	Anglo-Indians and Europeans	Total
..	131	126	1	...	2	...	4	26	4	1	4	3	7	...	6	5	...	...	...	190
..	108	120	...	...	1	...	2	6	1	...	...	1	1	...	5	3	...	...	1	141
..	6	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	..	...
..	18	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	122	1	...	...	...	...	...	...	1	...	...	...	...	...	...	1	...	...	...	8
..	48	28	...	...	1	...	...	2	1	...	...	...	1	...	1	1	...	...	...	35
...	15	10	...	...	...	...	...	2	...	...	...	...	...	...	...	1	...	...	...	13
..	40	249	...	...	2	...	4	9	12	3	3	4	17	1	27	18	...	...	...	349
...	34	7	...	...	...	...	...	4	1	...	...	1	1	...	...	...	...	...	...	15
...	9	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	6	6	...	...	...	...	1	...	1	...	1	...	1	...	5	1	...	...	...	16
...	8	13	...	1	...	...	...	...	2	...	...	...	12	...	2	1	...	...	...	31
..	7	6	...	...	...	1	...	2	1	...	1	1	2	...	12	2	...	...	...	28
..	6	9	...	...	...	...	...	...	...	...	...	...	2	...	11	...	...	...	...	22
..	6	1	...	...	...	...	...	..	..	...	...	...	...	...	...	...	...	...	...	1
..	6	4	...	...	...	...	2	1	...	...	1	...	...	...	4	3	...	...	...	15
..	7	4	...	...	...	...	...	...	...	...	...	...	...	...	4	1	...	...	...	10
...	6	9	...	1	1	...	3	...	...	...	1	4	2	...	4	1	...	...	...	26
...	6	10	...	...	1	...	2	...	...	...	...	...	...	...	5	1	...	...	...	19
...	56	68	1	2	5	3	7	9	5	1	1	5	18	...	16	7	10	4	...	164
...	37	45	1	2	5	4	8	...	3	1	1	6	4	...	22	6	...	1	1	110
...	9	1	...	...	...	...	1	...	...	1	...	...	...	...	4	1	...	...	...	8
...	4	2	...	...	1	...	1	...	...	1	...	1	...	...	...	...	...	...	...	6
...	3	1	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	1
...	6	3	...	...	1	...	1	...	...	...	...	...	1	...	...	...	...	...	...	6
..	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
..	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
..	1	...	...	...	...	...	1	...	...	...	...	...	...	...	...	...	...	...	...	1
..	1	...	1	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	1
5	6,083	7,881	107	42	271	192	1,472	212	162	101	252	802	1,197	75	2,162	591	24	349	72	15,964

Ministerial		Executive	
No.	Percent	No.	Percent
4,054	66·66	7,881	49·37
10	·16	107	·66
34	·56	42	·26
136	2·22	271	1·68
68	1·12	192	1·20
232	3·81	1,472	9·22
195	3·21	212	1·32
120	1·97	162	1·01
87	1·43	101	·63
69	1·13	252	1·57
164	2·70	802	5·01
336	5·52	1,197	7·48
42	·69	75	·46
303	4·98	2,162	13·66
156	2·57	591	3·70
5	·08	24	·15
67	1·11	349	2·17
5	·08	72	·45
6,083	100	15,964	100

APPENDIX III.

Statement showing the number of appointments of the superior service held by the different communities in the State Service on 30th June 1930.

Communities	Appointments carrying a salary of :—															
	Less than Rs. 25 (Superior service)		Rs. 25-50		Rs. 50-100		Rs. 100-250		Rs. 250-450		Rs. 450-800		Rs. 800 and upwards		Total	Total
	1918	1929	1918	1929	1918	1929	1918	1929	1918	1929	1918	1929	1918	1929	1918	1929
1 Brahmins	5,407	2,092	2,821	3,794	882	1,882	362	537	150	194	49	161	41	56	9,712	8,646
2 Bedars	12	60	2	21	...	6	1	1	...	...	...	...	...	...	15	88
3 Yadavas	13	28	3	37	...	6	...	...	...	...	...	...	...	...	10	66
4 Kshatriis	158	107	42	171	16	54	6	6	4	13	1	4	4	...	231	355
5 Kurubas	44	73	2	74	2	10	...	1	...	1	...	...	...	...	48	159
6 Lingayets	412	561	50	248	25	80	10	11	5	6	2	7	...	2	504	918
7 Mudaliars	85	45	216	168	82	128	19	36	6	5	1	10	1	...	410	393
8 Naidus	86	41	107	91	38	84	5	16	4	4	2	2	...	...	242	238
9 Vaisyas	41	16	22	88	10	31	2	8	...	1	1	1	...	...	76	145
10 Telugu Banajigas ...	89	99	8	69	2	23	1	4	1	...	...	1	...	...	100	205
11 Vokkaligas	258	418	51	258	18	16	4	13	3	3	...	2	1	2	334	707
12 Other Caste Hindus ...	372	456	61	349	14	119	4	16	3	1	6	3	1	3	461	947
13 Jains	34	23	8	44	1	11	...	1	...	...	1	...	...	...	44	79
14 Mahomedans	603	728	177	558	65	170	17	33	13	18	...	9	3	5	1,078	1,521
15 Christians	257	229	71	168	45	117	7	32	5	9	5	11	5	3	395	599
16 Other Communities ...	9	17	8	4	3	3	...	2	2	...	6	1	2	1	30	28
17 Adikarnatalas and other Depressed classes.	59	224	8	67	...	1	...	2	...	...	...	...	...	...	67	294
17 Anglo-Indians and Europeans	11	37	19	81	41	56	44	24	17	6	7	11	17	15	155	169
Total ...	8,150	5,225	3,679	6,251	1,244	2,777	482	743	313	251	81	163	75	87	13,924	15,538

APPENDIX IV.

With reference to men actually holding posts.

Statement showing the **percentage** of members of Backward Communities in public service in various Departments during the years 1922-29.

Sl. No.	Name of office or Department	Ministerial								Executive							
		1922	1923	1924	1925	1926	1927	1928	1929	1922	1923	1924	1925	1926	1927	1928	1929
1	General and Revenue Secretariat and Associated Offices.	25	25	30	30	32	31	33	37	...	...	...	...	...	...	...	...
2	Comptroller's Office ...	18	19	22	23	23	29	31	34	...	...	...	...	...	...	...	...
3	Life Insurance Department ...	40	40	53	42	...	51	56	52	...	...	...	...	...	...	...	...
4	Revenue Survey Department ...	24	15	14	14	...	15	18	18	4	4	4	4	...	2	4	23
5	Revenue Department ...	18	19	19	19	24	28	29	31	34	40	40	40	40	43	49	52
6	Muzrai Department ...	...	...	...	...	...	20	35	41	...	...	...	...	...	...	...	...
7	Judicial Department ...	25	30	31	46	47	39	39	41	46	47	49	50	51	48	50	52
8	University ...	...	...	...	...	...	20	29	32	...	...	...	...	...	21	17	23
9	Education Department ...	18	17	18	14	18	22	21	21	34	35	37	44	46	48	51	51
10	Police Department ...	16	19	24	24	24	48	45	39	58	56	55	58	58	60	59	59
11	Medical Department ...	75	82	72	80	80	64	65	66	77	75	63	70	68	8	70	71
12	Prisons Department ...	18	39	25	25	...	29	41	33	91	96	79	12	...	90	...	90
13	Forest Department ...	18	19	18	20	22	25	29	25	41	35	33	37	34	44	44	45
14	Excise Department ...	20	22	29	29	29	39	32	34	51	51	49	55	51	50	57	59
15	Registration Department ...	5	18	17	17	...	27	28	29	...	...	...	...	...	...	...	...
16	Joint Stock Companies ...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
17	Income-tax Department ...	20	21	29	27	...	30	32	30	17	17	17	20	...	33	33	33
18	Stamp Department ...	50	50	60	67	...	61	53	55	...	...	...	...	...	...	...	...
19	Industries and Commerce Department.	19	28	20	40	...	27	33	36	63	60	50	53	...	60	58	62
20	Sandal Oil Factory ...	...	...	...	...	...	6	6	6	...	...	...	...	...	33	30	31
21	Horticulture ...	30	30	43	43	...	43	50	54	56	56	30	30	...	46	62	59
22	Museum ...	60	60	60	60	...	43	50	50	...	...	...	...	...	...	...	...
23	Agricultural Department ...	28	27	24	28	28	32	30	33	40	40	37	37	41	47	46	50
24	Co-operative Department ...	25	23	28	28	...	28	21	38	24	19	20	17	...	31	27	49
25	Military Department ...	26	26	22	...	...	28	33	29	33	29	100	...	...	75	57	67
26	Electrical Department ...	32	40	34	34	...	41	42	45	40	42	38	32	...	47	53	45
27	Mines and Geology ...	31	50	36	55	...	33	40	40	33	50	...	...	...	50	20	43
28	Printing Department ...	65	66	66	66	...	70	68	72	...	...	...	...	...	...	...	...
29	Stationery Department ...	50	50	68	60	...	...	33	33	...	...	...	...	...	...	...	...
30	Public Works Department ...	30	30	26	24	...	34	36	39	24	22	24	23	...	21	24	23
31	Railway Department ...	27	30	29	32	...	28	28	29	29	28	23	22	...	...	27	29
32	Meteorological Reporter ...	...	...	...	...	...	38	37	44	...	...	...	...	...	...	...	...
33	Sanitary Board, Kolar Gold Fields.	...	...	...	...	...	33	20	33	...	...	...	...	...	59	59	62
34	Local Boards ...	20	16	19	24	...	26	30	29	58	62	57	57	...	62	63	63
35	Municipalities ...	24	31	28	30	...	19	21	24	52	55	44	47	...	50	58	63

Proof for approval

Final Proof

Proof for approval

No. 3664 C.R.B.

OFFICE OF THE
CENTRAL RECRUITMENT BOARD,
Bangalore, dated 9th February 1931.

10/-

FROM

D. C. SUBBARAYAPPA, ESQ., B.A., B.L.,
Secretary, Central Recruitment Board,
Bangalore.

To

N. MADHAVA RAO, ESQ., B.A., B.L.,
Chief Secretary to the Government
of His Highness the Maharaja of Mysore, Bangalore.

SIR,

I am directed to submit herewith a Report on the progress achieved in the matter of the appointment of members of backward communities to the public service in Mysore from 1921 to 1930.

2. It is nearly a decade since Government accorded sanction to a definite policy in respect of the encouragement to be shown to members of backward communities for entry into the public service in Mysore. Reports as to the progress achieved in carrying out this policy have been published from time to time and Government have more than once taken note of the defects brought to light and directed the adoption of remedial measures for their removal. It is now proposed to take stock of the progress achieved so far and submit a consolidated report on the subject.

3. In 1921, while passing orders on the recommendations of a Committee constituted under the chairmanship of the late Sir Leslie Miller, Government directed that attempts should be made to increase the representation of backward communities in the public service in Mysore so as to raise the proportion of members of such communities in all head-quarter and district offices of all departments gradually to 50 per cent of the total strength (exclusive of those in inferior service) within seven years.

4. With this object in view, they issued instructions to all officers authorised to make appointments in the public service that preference should be given to candidates of backward communities in respect of initial appointments provided they possessed the prescribed minimum qualification, even though they may be less qualified than other candidates. Certain other concessions were also granted, the principal among them being the following:—

(1) In respect of candidates of backward communities, the maximum age for entry into service was raised from 25 to 28 years.

(2) To enable backward communities to take advantage of the opportunities afforded for entry into public service, special facilities were offered in the shape of scholarships to members of such communities.

(3) The minimum qualifications required for the various grades of appointments were revised.

(4) While it was considered undesirable to abolish competitive examinations for direct recruitment to the higher ranks of the service, it was laid down as a policy that an adequate number of candidates from among backward communities should be selected by nomination on each occasion of recruitment by competition.

(5) In view of the desirability of posting an increasing number of officers belonging to backward communities to the head-quarter offices, Government agreed to consider specially the claims of officers belonging to such communities in filling up appointments at head-quarters.

5. To ensure that the intention of Government was given effect to by appointing officers, Government directed the constitution of a Central Recruitment Board with one of the Members of Council as Chairman, three Heads of Departments and the Chief Secretary to Government as official members, three representatives of the principal backward communities in the State as non-official members and one of the Assistant Secretaries to Government as Secretary. The Board had no power of direct appointment, but had to act as a Vigilance Committee. It was charged with the responsibility of obtaining statistics of recruitment during each official year and reviewing the progress made in increasing the representation of different communities in the public service.

6. The Board had functioned for scarcely a year when it was found that the conditions created by retrenchments effected in the year 1922 seriously affected the progress in the recruitment of candidates of backward communities in the public service. As many as 574 posts were abolished as a result of these retrenchments and officials who were thrown out of employment were ordered to be given preference over new candidates including those belonging to backward communities.

7. As the progress in re-absorbing discharged officials was necessarily slow owing to paucity of vacancies, there was also a corresponding retardation in giving effect to the policy of Government enunciated in the order passed on the report of the Miller Committee.

8. Government therefore thought it desirable in an order passed in January 1923 to direct the adoption of the following special measures to overcome the disadvantageous position brought about by the orders of retrenchment referred to above:—

(1) It was directed that some vacancies should be created in the clerical and subordinate executive services up to and inclusive of the grade of Amildars by retiring some officials who had completed the qualifying service required for earning a pension equal to half their pay even though they had not reached the age of superannuation.

(2) With a view to facilitate direct recruitment to the different grades of the subordinate executive services, three Probationerships were ordered to be created temporarily in each department for each grade of executive service, two of these appointments at least being recruited by members of backward communities.

(3) As the constitution of the Central Recruitment Board was of too limited a character, the President of the Board was requested to invite the Heads of all major departments to the meetings of the Board when the quarterly returns were reviewed so that those officers and the members of the Board may have a common discussion of the progress of recruitment work during the quarter, review the results achieved, and in the light of the difficulties experienced, suggest modifications in the rules and procedure for securing better results.

9. In the year 1925, in view of the large number of applications for the grant of exemptions from possessing the prescribed general educational qualifications for being appointed to vacancies and of cases of irregular appointments made in contravention of the Rules of Recruitment coming up for disposal, Government considered it desirable to order the formation of a Sub-Committee of the Central Recruitment Board with the Revenue Commissioner as Chairman and three non-official gentlemen as Members to consider such cases and facilitate their disposal.

10. In order to provide further facilities for the entry of new recruits possessing general educational qualifications, but not qualifications in departmental tests in appointments for which such tests have been prescribed, it was ordered in October 1923 that candidates possessing the general educational qualifications prescribed for such appointments should be entertained on probation subject to their being confirmed in their posts on passing the prescribed departmental test or tests within a period of two years. Provision was also made for the training of such candidates for a period of three months.

11. The purely technical appointments in the Railway Department as well as in the Government Press were ordered to be taken outside the scope of the Central Recruitment Board as it was represented that technical knowledge and training were of greater importance in such cases than mere academical qualifications.

12. As it was brought to the notice of Government that the Rule passed in the year 1921 to the effect that appointing officers should invariably give preference to candidates of backward communities in making initial appointments until the proportion of such candidates attained the limit of 50 per cent worked as a hardship in the case of Brahmin candidates, orders were issued in June 1927 directing that, in deparments in which the representation of backward communities had not reached the prescribed limit, 75 per cent of the vacancies available for direct recruitment should be reserved for candidates of backward communities and the remaining 25 per cent should be made available to members of all communities. It was also directed that, in departments in which the representation of backward communities had reached the prescribed limit, two-thirds of the number of vacancies available for direct recruitment should be reserved for candidates of such communities and one-third made available to members of all communities. These instructions were intended to be in force irrespective of the seven-year limit prescribed in the order of 1921. Instructions were also issued about the procedure to be adopted in cases in which no eligible candidates belonging to backward communities applied for vacancies advertised for such communities or having applied, declined or failed to take up the appointments. The main principle kept in view in such cases was that such vacancies should as far as possible be utilised for providing for members of backward communities and it was only when several attempts in this direction proved infructuous that they could be allowed to be disposed of otherwise and that too with the specific sanction of Government in each case.

13. Although there has been some improvement in the proportion of members of backward communities in the State Service for the past 10 years as a result of the steps taken by Government, it must be admitted that the results achieved so far have not been commensurate with the amount of thought and trouble devoted to the subject. This is perhaps because the attention of the Board has been confined mainly to appointments in the lower grades. The question of appointing a Staff Selection Board to see to the introduction of adequate representation of backward communities in the higher ministerial and gazetted ranks of the service was considered by Government in the early part of 1929 and it was decided that the question as to what measures were necessary to improve their representation may be examined by the Central Recruitment Board and definite proposals submitted to Government for orders. The Revenue Commissioner, who examined the question in respect of the Revenue Department, has expressed the opinion that, so far as the recuritment to the grade of Assistant Commissioners and Amildars is concerned, the existing system is well suited to promote the representation of backward communities and no change is called for in it. But he thinks the case is different in regard to important ministerial appointments in the Revenue Department such as those of District Sheristedars, Taluk Sheristedars, Head Accountants, Head Gumastas and so on. The Revenue Commissioner brings to notice that the proportion of members of backward communities holding these offices is exceedingly small. He considers that, unless there is some radical improvement in the methods of recruitment to these higher ministerial appointments, there is no likelihood of improving the efficiency of these offices or of increasing the representation of backward communities therein. He has therefore submitted a scheme for the appointment of Probationary Clerks so that they may, after the necessary training for a year or two, be able to fill the important ministerial appointments referred to above. The question is under the consideration of the Central Recruitment Board and the principles that may be found suitable for the Revenue Department could be applied, with necessary modifications, to other departments.

14. The question of regulating appointments in the University came up for consideration in the year 1928 and orders were passed in August of that year issuing definite instructions with regard to appointments in the tutorial staff of the University. It was agreed that the main consideration in all tutorial appointments should be the efficiency of teaching in the University and that such a consideration should be regarded as paramount. It was ordered at the same time that the University

20. The following table shows the precentage of appointments of various grades held by members of backward communities in the years 1918 and 1930:—

Salary	Community	1918	1930
Rs. 100 and below ...	Non-Brahmin ...	26	33
	Brahmin ...	74	67
100 to 250 ...	Non-Brahmin ...	18	28
	Brahmin ...	82	72
250 to 450 ...	Non-Brahmin ...	24	26
	Brahmin ...	76	74
450 to 800 ...	Non-Brahmin ...	33	38
	Brahmin ...	67	62
800 and upwards ...	Non-Brahmin ...	29	36
	Brahmin ...	71	64

From the above, it will be seen that the percentage in respect of backward communities in the higher ranks of the service has not shown any marked improvement since 1918. This is more or less inevitable as the appointments in the higher ranks are regulated by the promotion of men already in service irrespective of the communities to which they belong. But the 50 per cent limit in respect of ministerial appointments coming within the purview of the Central Recruitment Board has been reached in 12 out of 72 offices in the year 1929-30. (*Vide* Appendix I).

21. A brief retrospect has been given in the preceding paragraphs of the progress achieved under the various items coming within the purview of the Central Recruitment Board. Mention may now be made of progress achieved in some other directions which, though not coming within the direct purview of the Board, have a material bearing on the advancement of the interests of backward communities in the State.—

(1) Facilities have been offered for the education of members of backward communities by the award of special scholarships.

(2) Some of the appointments to the Civil Service are made by the direct nomination of members of backward communities.

(3) The question of posting ~~others~~ officers of backward communities to head quarter offices is steadily kept in view and given effect to whenever it is possible to do so in the exigencies of service.

(4) In making selections for appointment as Probationers in the Revenue and some other departments, special preference is shown to candidates of backward communities.

(5) Qualified officials of backward communities in the Revenue and other departments whose pay is not less than Rs. 50 are selected for inclusion in the Amildari Eligibility List and Government have accepted the principle that two out of three vacancies in the Amildari and Deputy Amildari service should be filled up by candidates of backward communities.

22. This report may now be concluded with the following brief summary of the main items of progress dwelt in detail in the foregoing paragraphs:—

(1) A policy was laid down in May 1921 that attempts should be made to increase the representation of backward communities in the public service so as to raise the proportion to 50 per cent of the total strength within seven years.

(2) A Central Recruitment Board was constituted to serve as a Vigilance Committee in respect of appointments made in the various departments of Government and to watch the progress made in increasing the representation of backward communities in the public service from time to time.

(3) Retrenchments effected in the year 1922 seriously affected the progress in this representation and certain special measures were ordered to be adopted to overcome the disadvantageous position brought about by the orders of retrenchment.

(4) A Sub-Committee of the Central Recruitment Board was formed in December 1925 to consider cases of exemption from the strict application of Rules.

should keep in view the desirability and importance of securing adequate representation of backward communities on its tutorial staff as far as may be with due regard to efficiency of teaching. All appointments of and above the grade of Assistant Professors were directed to be advertised direct by the University as heretofore, while those in vacancies below that grade were directed to be advertised through the Central Recruitment Board.

15. It having been observed that the composition of the tutorial staff of the University in March 1929 consisted of 233 members, of whom only 35 belonged to backward communities, the University Council sent up a Resolution to Government to the effect that, when candidates of all communities applied for a vacancy, the candidate of a backward community should be preferred to another of approximately equal qualifications. Orders approving of this Resolution were passed in April 1929.

16. As it was brought to notice that the representation of members of backward communities in the executive service of the Education Department was not adequate, orders were issued about the beginning of 1930 directing that the four officers belonging to backward communities who were acting as Assistant Inspectors be placed in the grade of Rs. 75—10—125 by a temporary addition of posts in the grade until they could be absorbed in vacancies then existing or that might occur later on.

17. Rules were issued in the years 1925 and 1927 to provide for the employment of Government officials to certain appointments under the Town and Minor Municipal Councils and the Bangalore City Municipal Council. But no rules had so far been issued under sections 186 (j) and 187 of the Municipal Regulation to regulate the appointment of persons who were not under Government employ. Orders were therefore issued in October 1930 making certain rules for determining the mode and conditions of appointing non-gazetted officers in the superior service of the Municipal Councils in the State. According to these Rules, all Municipal Councils in the State, including the two City Municipalities, are bound to conform to the Rules of Recruitment in making appointments on their establishment.

18. Appointments in the Secretariat were till recently outside the scope of Recruitment Rules. Orders were passed in December 1929 introducing these rules into the General and Revenue Secretariat and its associated offices. In order to increase the representation of backward communities in the Secretariat, it was also directed that, in all acting vacancies occurring in the Secretariat for the next two years, candidates of backward communities should be appointed if available. Action taken in this direction has enabled a good many qualified candidates of backward communities to get an opportunity of securing a footing in the Central Offices of Government, the number of such candidates so appointed being 14 since the passing of the order.

19. No report relating to increased representation of backward communities in the public service can be considered complete, if it has no reference to the action taken for the improvement of Adi-Karnatakas and Adi-Dravidas who come under the term Depressed Classes. Government have taken steps in several directions for promoting the moral and material welfare of these classes, such as, by the system of land grants, establishment of agricultural colonies, opening of separate Co-operative Societies, creation of special facilities for their education, etc. But for purposes of this report, it would perhaps be enough if attention was confined to the action taken for providing for the representation of members of these classes in the public service of the State. Several representatives of these classes repeatedly urged for special preference being shown to qualified candidates among them in the matter of securing appointments suited to their qualifications. Government viewed their prayer with sympathy and directed in an order passed in February 1922 that qualified candidates of such classes seeking employment in Government departments should be given the *first preference*. But as it was represented that these directions had given rise to divergent views as to the principle that should be adopted in selecting candidates belonging to depressed classes for appointment, a fresh order was issued in April 1929 giving clear instructions as to the extent to which preference should be shown to members of these classes in General Vacancies open to all classes as well as in Special Vacancies reserved for members of backward communities. There is reason to believe that these orders have enabled several candidates of Depressed Classes to secure appointments suited to their qualifications in various offices in the State.

(5) Orders were issued in June 1927 directing that ¾ths and in some cases ⅔rds of the number of vacancies available for direct recruitment should be reserved for candidates of backward communities and the remaining vacancies made available to members of all communities. These instructions were to be in force even after the lapse of the seven-year limit prescribed in the order of 1921.

(6) The question of appointing Probationary Clerks for the Revenue Department is under consideration.

(7) The principles to be adopted with regard to appointments in the University have been defined.

(8) Four places in the grade of Rs. 75-10-125 were created in the Education Department for the appointment of members of backward communities as Assistant Inspectors of Education.

(9) Orders were issued in 1930 directing all Municipal Councils to conform to the Rules of Recruitment in making appointments on their establishment.

(10) The Rules of Recruitment were made applicable to the General and Revenue Secretariat and its associated offices in December 1929 and 14 members of backward communities have been appointed to the Secretariat since then.

(11) Provision has been made for preference being shown to members of Depressed Classes in the matter of getting appointments in the public service.

(12) Action has been taken in several other directions for promoting the advancement of the interests of backward communities, such as, by the award of scholarships, appointments to the Civil Service and as Probationers in the Revenue and some other departments, posting to head-quarter offices, inclusion in the Amildari Eligibility List and preference in being sent out as Amildars and Deputy Amildars.

I have the honor to be,
Sir,
Your most obedient servant,
D. C. SUBBARAYAPPA,
Secretary, Central Recruitment Board.

APPENDIX I.

Statement showing the number and percentage of Brahmins Non-Brahmins in the various unit offices for the year ending 30th June 1930.

Serial No.	Unit Offices	Ministerial					Executive				
		Number of		Total	Percentage of		Number of		Total	Percentage of	
		Brahmins	Non-Brahmins		Brahmins	Non-Brahmins	Brahmins	Non-Brahmin		Brahmins	Non-Brahmins
1	General and Revenue Secretariat and associated offices.	138	79	217	63	37	...	...	...	...	...
2	Comptroller to Government ...	250	124	374	66	34	...	...	...	...	...
3	Secretary, Mysore State Life Insurance Committee.	30	32	62	48	52	...	...	...	...	...
4	Superintendent, Revenue Survey	102	22	124	82	18	228	67	295	77	23
5	Revenue Commissioner ...	17	12	29	59	41	...	...	...	...	...
6	Deputy Commissioner, Mysore ..	257	89	346	74	26	56	36	92	61	39
7	Do Bangalore.	170	64	234	70	30	46	42	88	52	48
8	Do Kolar ...	182	98	280	65	35	33	53	86	38	62
9	Do Hassan ...	182	55	237	77	23	58	73	131	46	54
10	Do Kadur ...	111	51	162	69	31	29	11	40	73	27
11	Do Shimoga ...	122	70	192	63	37	24	24	48	49	51
12	Do Tumkur ...	175	92	267	66	34	48	76	124	39	61
13	Do Chitaldrug.	109	57	166	66	34	16	15	31	52	48
14	Muzrai Commissioner ...	10	7	17	59	41	4	...	4	100	...
15	Registrar, High Court ...	258	179	437	59	41	80	85	165	48	52
16	Government Advocate ...	2	...	2	100	...	...	...	...	...	...
17	Registrar, Mysore University ...	75	34	109	68	32	206	61	267	77	23
18	Director of Public Instruction ...	305	82	387	79	21	4,887	5,093	9,980	49	51
19	Inspector-General of Police ...	14	9	23	61	39	373	545	918	41	59
20	Senior Surgeon in Mysore ...	25	42	67	36	64	249	623	872	29	71
21	Inspector-General of Prisons ...	12	6	18	67	33	4	35	39	10	90
22	Director of Health ...	5	16	21	24	76	19	22	41	46	54
23	Chief Conservator of Forests ...	134	46	180	75	25	119	98	217	55	45
24	Excise Commissioner ...	122	61	183	66	34	87	125	212	41	59
25	Inspector-General of Registration	220	88	308	71	29	...	...	...	...	...
26	Registrar of Joint-stock-Companies.	4	...	4	100	...	...	...	...	...	...
27	Commissioner of Income-tax ...	37	16	53	70	30	2	1	3	67	33
28	Commissioner of Stamps ...	9	11	20	45	55	...	...	...	...	...
29	Director of Industries and Commerce.	64	28	92	64	36	90	150	240	38	62
30	Director of Sandal Oil Factories	16	1	17	94	6	18	8	26	69	31
31	Superintendent, Government Gardens.	7	7	14	46	54	7	10	17	41	59
32	Director of Horticulture ...										
33	Superintendent, Government Museum.	2	2	4	50	50	...	1	1	...	100
34	Director of Agriculture ...	72	36	108	67	33	204	201	405	50	50
35	Registrar of Co-operative Societies.	18	11	29	62	38	26	17	43	60	40

APPENDIX I.—*concld.*

Serial No.	Unit Offices	Ministerial					Executive				
		Number of		Total	Percentage of		Number of		Total	Percentage of	
		Brahmins	Non-Brahmins		Brahmins	Non-Brahmins	Brahmins	Non-Brahmins		Brahmins	Non-Brahmins
36	Chief Commandant, Mysore State Troops.	47	19	66	71	29	8	6	9	33	67
37	Chief Electrical Engineer ...	97	80	177	55	45	95	77	172	55	45
38	Chief Inspector of Mines ...	2	2	4	50	50	...	1	1	...	100
39	Director of Geology ...	7	4	11	64	36	4	2	6	66	34
40	Superintendent, Government Printing.	41	104	145	28	72	...	...	...	...	...
41	Superintendent of Stationery ...	6	3	9	67	33	...	...	...	...	...
42	Chief Engineer, K. R. S. Works.	46	48	94	49	51	124	24	148	84	16
43	Chief Engineer in Mysore ...	47	41	88	53	47	19	13	32	59	41
44	Superintending Engineer, Mysore Circle.	86	45	131	66	34	126	64	190	67	33
45	Do Shimoga do	77	31	108	71	29	120	21	141	83	17
46	Secretary to Government' Mysore Railways.	3	3	6	50	50	...	...	...	...	...
47	Agent, Mysore Railways ...	10	8	18	51	49	...	...	...	...	...
48	Auditor, do ...	89	33	122	73	27	1	2	3	33	67
49	Engineer-in-Chief, do ...	32	16	48	67	33	28	7	35	76	24
50	Chief Store-keeper, do ...	13	2	15	87	13	10	3	13	77	23
51	Traffic Manager, do ...	31	9	40	78	22	249	100	349	71	29
52	Loco and Carriage Superintendent.	23	11	34	68	32	7	8	15	44	56
53	Meteorological Reporter ...	5	4	9	56	44	...	...	...	...	...
54	President, Sanitary Board, Kolar Gold Fields.	4	2	6	67	33	6	10	16	38	62
55	President, District Board, Mysore	6	2	8	71	29	13	18	31	42	58
56	Do Bangalore..	5	2	7	71	29	6	22	28	21	79
57	Do Kolar ...	6	...	6	100	...	9	13	22	41	59
58	Do Hassan ...	5	1	6	83	17	1	...	1	100	...
59	Do Kadur ...	5	1	6	83	17	4	11	15	27	73
60	Do Shimoga ...	4	3	7	57	43	4	6	10	40	60
61	Do Tumkur ...	3	3	6	50	50	9	17	26	35	65
62	Do Chitaldrug.	4	2	6	67	33	10	9	19	53	47
63	President, City Municipal Council Bangalore.	42	14	56	75	25	68	96	164	40	60
64	Do Mysore ...	33	4	37	89	11	45	65	110	41	59
65	President Town Municipal Council. Hassan.	8	1	9	89	11	1	7	8	12	88
66	Do Chikmaglur.	3	1	4	75	25	2	4	6	33	67
67	Do Sagar... ...	1	2	3	33	67	1	...	1	100	...
68	Do Tumkur, ...	5	1	6	83	17	3	3	6	50	50
69	Do. Tiptur ...	...	...	...	...	...	...	...	...	...	...
70	Do Anekal ...	...	...	...	...	...	...	...	...	...	...
71	Do Dodballapur.	1	...	1	100	...	...	1	1	...	100
72	Do Malur ...	1	...	1	100	...	...	1	1	...	100
	Total ...	4,054	2,029	6,083	67%	33%	7,891	8,089	15964	49%	51%

Statement showing the number of persons of various commu

Serial No.	Unit Offices	Ministerial														
		Brahmins	Bedars	Kadavas	Kshatriyas	Kurubas	Lingayets	Mudaliars	Naidus	Vaisyas	Telugu Banajigas	Vokkaligas	Other caste Hindus	Jains	Mohamadens	Christians
1	General and Revenue Secretariat and associated offices.	138	...	...	5	4	7	11	7	1	5	8	7	...	15	12
2	Comptroller to Government ...	250	...	1	4	...	4	19	11	8	4	8	13	3	18	1
3	Secretary, Mysore State Life Insurance Committee.	80	...	...	...	1	3	4	...	2	1	3	12	...	3	
4	Superintendent, Revenue Survey ...	102	...	1	4	...	3	...	...	...	1	3	4	...	...	
5	Revenue Commissioner ...	17	...	...	...	...	3	...	...	2	1	...	2	...	3	...
6	The Deputy Commissioner, Mysore ...	257	1	...	9	2	15	...	2	...	1	12	18	7	7	
7	Do Bangalore ...	170	...	3	6	1	4	...	3	3	5	10	5	8	18	
8	Do Kolar ...	182	...	1	6	7	3	4	5	6	6	6	12	1	36	
9	Do Hassan ...	182	...	...	4	1	4	...	...	4	1	15	10	8	11	
10	Do Kadur ...	111	...	...	1	...	10	3	1	5	1	4	6	1	10	
11	Do Shimoga ...	123	...	3	5	6	11	2	2	...	...	2	27	1	4	
12	Do Tumkur ...	176	3	2	6	4	17	3	...	1	1	1	21	5	13	
13	Do Chitaldrug ...	109	1	2	7	4	13	...	1	6	...	...	8	...	12	
14	Muzrai Commissioner ...	10	...	...	...	...	1	..	...	...	1	1	2	...	...	
15	Registrar, High Court ...	258	...	...	16	12	31	7	8	6	16	19	30	6	24	
16	Government Advocate ...	2	...	...	...	...	...	...	...	...	...	...	...	...	...	
17	Registrar, Mysore University ...	75	...	...	2	...	5	2	2	2	1	2	11	1	2	
18	The Director of Public Instruction ...	305	2	1	2	...	11	4	3	5	2	7	11	3	17	
19	Inspector General of Police ...	14	...	...	...	...	...	2	...	1	2	...	...	1	1	
20	Senior Surgeon in Mysore ...	25	..	1	4	1	3	6	4	3	3	2	2	...	6	
21	Inspector General of Prisons ...	12	...	...	...	...	...	3	...	...	1	...	...	...	2	
22	Director of Health ...	5	...	...	3	...	2	2	5	...	...	...	...	...	2	
23	Chief Conservator of Forests ...	134	...	1	6	3	4	2	4	2	...	2	6	...	6	
24	Excise Commissioner ...	122	...	3	3	3	4	2	2	2	1	5	9	...	18	
25	Inspector-General of Registration ...	220	2	2	9	3	19	8	3	4	1	6	14	1	16	
26	Registrar of Joint-stock Companies ...	4	...	...	...	...	...	...	...	...	...	...	...	...	...	
27	Commissioner of Income-tax ...	37	...	...	...	...	2	1	5	...	...	1	1	...	5	
28	Commissioner of Stamps ...	9	...	1	1	1	1	1	1	1	...	1	1	1	...	
29	Director of Industries and Commerce ...	64	...	1	2	...	4	4	1	2	...	...	3	...	8	
30	Director of Sandal Oil Factories ...	16	...	...	...	...	...	...	1	...	...	...	..	...	...	
31	Superintendent, Government Gardens ...	7	...	1	1	1	...	1	1	...	...	...	1	...	...	
32	Director of Horticulture ...															
33	Superintendent, Government Museum ...	2	...	...	...	...	...	1	...	...	...	...	1	...	...	
34	Director of Agriculture ...	72	...	...	3	...	3	1	1	1	...	6	10	...	8	
35	Registrar of Co-operative Societies ...	13	...	...	1	...	3	...	...	...	...	2	3	...	1	
36	Chief Commandant, Mysore State Troops.	47	...	...	3	...	4	4	...	...	...	...	1	...	6	
37	Chief Electrical Engineer ...	97	...	2	6	4	5	19	6	8	...	4	11	...	7	
38	Chief Inspector of Mines ...	2	...	...	...	...	...	2	...	...	...	...		...	...	
39	Director of Geology ...	7	...	...	...	...	...	...	1	...	...	...	2	...	...	
40	Superintendent, Government Printing ...	41	...	5	4	6	6	10	3	2	5	12	37	...	6	
41	Superintendent of Stationery ...	6	...	...	...	...	...	1	...	...	...	...	1	...	...	
42	Chief Engineer Krishna Raja Sagara Works.	46	...	1	2	1	5	12	7	2	1	2	6	2	...	
43	Chief Engineer of Mysore ...	47	...	...	...	1	2	13	12	...	4	3	2	...	2	

NDIXII.

nitiesin the several unit offices for the year ending 30th June 1930.

Other communities	Depressed Classes	Anglo-Indians and Europeans	Total	Executive																			
				Brahmins	Bedars	Yadavas	Kshatriyas	Kurubas	Lingayets	Mudaliars	Naidus	Vaisyas	Telugu Banajigas	Vokkaligas	Other caste Hindus	Jains	Mohamedans	Christians	Other Communities	Depressed Classes	Anglo-Indians and Europeans	Total
...	2	...	217	...	..	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	19	1	374	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	...	...	62	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	...	...	124	228	...	...	1	5	21	...	2	4	1	7	17	4	2	3	...	...	...	295
...	...	1	29	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	11	...	346	56	...	...	3	...	3	1	3	...	...	4	7	2	12	1	...	...	...	92
1	1	...	234	46	...	...	1	...	8	1	3	...	...	5	5	...	15	3	...	...	1	88
...	3	...	280	33	1	...	4	1	3	2	1	2	8	2	3	1	24	1	...	...	...	86
...	...	...	237	58	...	...	5	3	6	...	1	2	5	10	13	...	26	2	...	...	...	131
...	3	...	162	29	...	...	...	...	4	...	...	1	...	2	...	...	4	...	...	...	...	40
...	3	...	192	24	...	...	2	...	6	1	1	2	..	...	2	...	6	4	...	...	...	48
...	2	..	267	48	...	5	2	...	11	2	...	3	2	11	15	3	20	2	...	...	...	124
...	...	...	166	16	...	...	...	...	5	1	...	...	...	...	3	1	5	...	...	...	...	31
...	...	...	17	4	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	4
...	3	...	437	80	3	2	2	15	4	2	1	...	4	16	14	1	20	1	...	...	...	165
...	...	...	2	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	...	...	109	206	...	...	...	...	4	8	2	2	3	2	8	...	11	20	1	...	...	267
2	6	...	387	4,887	84	17	92	118	1,285	22	20	53	163	553	785	52	1,431	113	1	804	...	9,980
...	...	...	23	373	8	4	34	21	29	9	18	1	20	53	103	4	208	18	...	11	4	919
...	1	...	67	249	4	2	20	16	11	57	24	4	12	21	57	3	50	295	...	4	43	872
...	...	...	18	4	...	...	5	...	1	1	1	...	2	2	5	...	6	4	2	4	2	39
...	...	...	21	19	...	...	3	...	...	3	1	...	1	3	1	...	1	9	...	...	...	41
...	2	...	180	119	...	2	16	1	6	3	6	...	2	19	2	...	33	6	...	2	...	217
...	2	...	183	87	1	2	17	1	3	4	5	1	3	9	13	...	54	9	...	3	...	212
...	2	...	308	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	...	...	4	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	3
...	...	..	53	2	...	...	...	...	1	...	...	...	...	...	...	...	...	...	...	...	...	...
...	...	...	20	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
2	...	2	92	90	...	1	7	...	2	4	20	8	...	19	31	...	22	17	8	9	2	240
...	...	...	17	18	...	...	1	...	...	2	1	...	...	3	...	...	1	...	...	...	...	26
...	...	...	14	7	...	...	...	...	1	...	2	1	...	1	4	...	...	1	...	...	...	17
...	...	...	4	...	...	...	...	...	...	1	...	...	...	...	...	...	...	...	...	...	...	1
...	...	...	108	204	...	...	25	3	12	8	5	3	9	23	26	1	63	17	...	6	...	405
...	...	...	29	26	2	1	2	...	3	...	...	2	...	2	2	...	2	1	...	...	...	43
...	...	...	66	3	...	...	...	...	...	1	...	...	...	...	...	...	5	...	...	...	...	9
...	...	...	177	95	...	...	4	...	4	9	10	3	1	5	6	2	5	9	2	...	17	172
...	...	...	4	...	...	...	1	...	...	...	...	...	...	...	...	...	...	...	...	...	...	1
...	...	...	11	4	...	...	...	...	...	...	...	...	...	1	...	...	...	1	...	...	...	6
...	...	1	145	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	...	1	9	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
6	...	1	94	124	...	...	4	...	1	5	2	1	...	1	5	...	5	...	...	...	...	148
1	...	1	88	19	...	...	...	...	...	...	4	1	...	2	1	...	3	1	...	1	...	32

Serial No	Unit Offices	Ministerial														
		Brahmins	Bedars	Yadavas	Kshatriyas	Kurubas	Lingayets	Mudaliars	Naidus	Vaisyas	Telugu Banajigas	Vokkaligas	Other caste Hindus	Jains	Mahomadans	Christians
44	Superintending Engineer, Mysore Circle ...	66	1	...	2	...	8	12	8	1	2	3	4	...	3	
45	Do Shimoga Circle ...	77	...	...	2	...	5	10	4	1	...	1	2	1	3	
46	Secretary to Government, Mysore Railways.	3	...	...	...	...	2	...	...	...	...	...	...	...	1	
47	Agent, ~~Mysore Railways~~ ...	10	...	...	...	1	...	2	...	1	...	1	...	...	2	
48	Auditor, Do ...	89	...	1	3	...	2	11	4	2	...	...	7	...	...	
49	Engineer-in-Chief Do ...	32	...	...	1	...	1	4	1	1	...	1	3	...	...	
50	The Chief Store Keeper Do ...	13	...	...	...	...	...	1	...	...	...	...	...	1	...	
51	Traffic Manager Do ...	31	...	...	...	...	1	1	1	...	...	2	1	...	2	
52	Loco and Carriage Superintendent ...	23	...	...	1	...	1	4	3	...	...	2	...	...	...	
53	Meteorological Reporter ...	5	...	...	...	...	...	1	1	...	1	...	1	...	...	
54	President, Sanitary Board, Kolar Gold Fields.	4	...	...	...	...	...	...	...	...	...	...	1	...	1	
55	President, District Board, Mysore ...	6	...	...	...	...	...	...	...	1	...	...	1	...	...	
56	Do Bangalore ...	5	...	...	...	...	...	...	...	...	...	...	...	...	2	
57	Do Kolar ...	6	...	...	...	...	...	...	...	...	...	...	...	...	...	
58	Do Hassan ...	5	...	...	...	...	...	...	...	...	...	...	...	...	1	
59	Do Kadur ...	5	...	...	...	...	...	...	...	1	...	...	...	...	...	
60	Do Shimoga ...	4	...	...	...	1	...	...	...	...	...	...	1	...	...	
61	Do Tumkur ...	3	...	...	...	...	...	...	...	...	...	...	1	...	...	
62	Do Chitaldrug ...	4	...	...	...	...	...	...	...	...	...	...	...	1	1	
63	President, City Municipal Council, Bangalore	42	...	1	1	...	4	...	1	3	...	2	1	...	...	
64	Do Mysore ...	33	...	...	...	...	1	...	...	...	...	1	1	...	1	
65	President Town Municipal Council Hassan	8	...	...	...	...	...	...	...	...	...	1	...	...	...	
66	Do Chickmagalur	8	...	...	...	...	...	...	...	...	1	...	...	...	...	
67	Do Sagar ...	1	...	...	1	...	...	...	...	...	...	...	1	...	...	
68	Do Tumkur ...	5	...	...	...	...	...	...	...	...	...	...	1	...	...	
69	Do Tiptur ...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	
70	Do Anekal ...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	
71	Do Dodballapur ...	1	...	...	...	...	...	...	...	...	...	...	...	...	...	
72	Do Malur ...	1	...	...	...	...	...	...	...	...	...	...	...	...	...	
	Grand Total ...	4,954	10	34	116	68	232	195	120	87	69	161	336	42	303	1

Progress ac

Communities

1. Brahmins ..
2. Bedars ..
3. Yadavas ..
4. Kshatriyas ..
5. Kurubas ...
6. Lingayets ...
7. Mudaliars ...
8. Naidus ...
9. Vaisyas ...
10. Telugu Banajigars ...
11. Vokkaligas ...
12. Other caste Hindus ...
13. Jains ...
14. Mahomedans ...
15. Christians ..
16. Other communities ...
17. Depressed Classes ...
18. Anglo-Indians and Europeans

Depressed classes	Anglo-Indians and Europeans	Total	Executive																			
			Brahmins	Bedars	Yadavas	Kshatriyas	Kurubas	Lingayets	Mudaliars	Naidus	Vaisyas	Telugu Banajigas	Vokkaligas	Other caste Hindus	Jains	Mohamedans	Christians	Other communities	Depressed Classes	Anglo-Indians and Europeans	Total
4	...	131	126	1	...	2	...	5	26	4	1	4	3	7	...	6	5	...	...	...	190
...	...	108	120	...	...	1	...	2	6	1	...	...	1	1	...	5	3	...	...	1	141
...	...	6	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	..	...
...	...	18	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	...	122	1	...	...	...	...	...	...	1	...	...	...	...	...	...	1	...	...	..	3
...	...	48	23	...	...	1	...	...	2	1	...	...	...	1	...	1	1	...	...	...	36
...	..	15	10	...	...	...	...	...	1 2	...	...	...	...	...	...	...	1	...	...	...	19
...	...	40	249	...	...	2	...	4	9	12	3	3	4	17	1	27	18	...	...	...	349
...	...	31	7	...	...	...	...	...	4	1	...	...	1	1	...	...	...	...	...	1	15
...	...	9	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	...	6	6	...	...	...	...	1	...	1	...	1	...	1	...	5	1	...	...	...	16
...	...	8	13	...	1	...	...	...	...	2	...	...	...	12	...	2	1	...	...	...	31
...	...	7	6	...	...	..	1	...	2	1	...	1	1	2	..	12	2	...	...	...	28
...	...	6	9	...	...	...	...	...	...	...	...	...	...	2	...	11	...	...	...	...	22
...	...	6	1	...	...	...	...	...	..	..	...	...	...	...	...	...	...	...	...	...	1
...	...	6	4	...	...	...	...	2	1	...	...	1	...	...	...	4	8	...	...	...	15
...	...	7	4	...	...	...	...	...	...	...	...	1	...	...	...	4	1	...	...	...	10
...	...	6	9	...	1	1	...	3	...	...	...	1	4	2	...	4	1	...	...	...	26
...	...	6	10	...	...	1	...	2	...	...	...	...	...	...	...	5	1	...	...	...	19
...	...	56	68	1	2	5	3	7	9	5	1	3	5	18	...	16	7	10	4	...	164
...	...	37	45	1	2	5	4	8	...	3	1	1	6	4	...	22	6	...	1	1	110
...	...	9	1	...	...	...	...	1	...	...	1	...	...	...	...	4	1	...	...	...	8
...	...	4	2	...	...	1	...	1	...	...	1	...	1	...	...	...	...	...	...	...	6
...	...	3	1	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	1
...	...	6	3	...	...	1	...	1	...	...	...	...	...	1	...	...	...	...	...	...	6
...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	...	1	...	...	...	...	...	1	...	...	...	...	...	...	...	...	...	...	...	...	1
...	...	1	...	1	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	1
5	67	6	7,881	107	42	271	192	1,472	211	162	101	252	802	1,197	75	2,162	691	2	379	72	15,96

ording to Communities.

	Ministerial		Executive	
	No.	Per cent	No.	Per cent
...	4,054	66·66	7,881	49·37
...	10	·16	107	·66
...	34	·56	42	·26
...	136	2·22	271	1·68
...	68	1·12	192	1·20
...	232	3·81	1,472	9·22
...	195	3·21	212	1·32
...	120	1·97	162	1·01
...	87	1·43	101	·63
...	69	1·13	252	1·57
...	164	2·70	802	5·01
...	336	5·52	1,197	7·48
...	42	·69	75	·46
...	303	4·98	2,162	13·66
...	156	2·57	591	3·70
...	5	·08	24	·15
...	67	1·11	349	2·17
...	5	·08	72	·45
Total ...	6,083	100	15,964	100

APPENDIX III.

Statement showing the number of appointments held by different communities on 30th June 1930.

Serial Number	Communities	Appointments in the superior service carrying a salary of:—														Total	Total
		Less than Rs. 25		Rs. 25 to 50		Rs. 50 to 100		Rs. 100 to 250		Rs. 250 to 450		Rs. 450 to 800		Rs. 800 and upwards.			
		1918	1929	1918	1929	1918	1929	1918	1929	1918	1929	1918	1929	1918	1929	1918	1929
1	Brahmins	5,407	2,082	2,821	3,791	862	1,862	362	537	150	194	49	101	41	56	9,712	8,646
2	Bedars	12	60	2	21	...	6	1	1	...	...	...	...	...	...	15	89
3	Yadavas	13	23	3	37	...	6	...	...	...	...	...	...	...	...	16	66
4	Kshatrias	158	107	42	171	16	54	6	6	4	13	1	4	4	...	281	355
5	Kurubas	44	78	2	74	2	10	...	1	...	1	...	...	...	...	48	159
6	Lingayets	412	564	50	248	25	80	10	11	5	6	2	7	...	2	504	918
7	Mudaliars	85	46	216	169	82	128	19	36	6	5	1	10	1	...	410	393
8	Naidus	86	41	107	91	38	84	5	16	4	4	2	2	...	...	242	238
9	Vaisyas	41	16	22	88	10	31	2	8	...	1	1	1	...	...	76	145
10	Telugu Banajigas ...	89	88	8	89	2	23	1	4	1	...	...	1	...	...	101	205
11	Vokkaligas	256	413	54	253	18	16	4	13	3	3	...	2	1	2	388	707
12	Other Caste Hindus ...	372	456	61	349	14	119	4	16	9	1	6	3	1	3	461	947
13	Jains	34	23	8	44	1	11	...	1	...	...	1	...	...	...	44	79
14	Mahomedans	803	728	177	558	65	170	17	33	13	18	...	9	3	5	1,078	1,521
15	Christians	257	229	71	188	45	117	7	32	5	9	5	11	5	3	395	589
16	Other Communities ...	9	17	8	4	8	3	...	2	2	...	6	1	2	1	30	28
17	Adikarnatakas and other Depressed classes.	59	224	8	67	...	1	...	2	...	...	...	...	...	...	67	294
18	Anglo-Indians and Europeans	11	37	19	31	41	36	44	24	17	6	7	11	17	15	156	160
	Total ...	8,150	5,226	3,679	6,231	1,244	2,777	482	743	213	251	81	163	75	87	13,924	15,538

APPENDIX IV.

Statement showing the **percentage** of Non-Brahmins in various Departments during the 8 years from 1922 to 1929.

Serial No.	Department	Ministerial								Executive							
		1922	1923	1924	1925	1926	1927	1928	1929	1922	1923	1924	1925	1926	1927	1928	1929
1	General and Revenue Secretariat and associated offices	25	25	30	30	32	31	33	37	...	...	...	...	...	...	...	...
2	Comptroller's Office ...	18	19	22	23	23	29	31	34	...	...	...	...	...	...	...	...
3	Life Insurance Department ...	40	40	53	42	...	51	56	52	...	...	...	...	...	...	...	...
4	Revenue Survey Department ...	24	15	14	14	...	15	13	18	4	4	4	4	...	2	4	23
5	Revenue Department ...	18	19	19	19	24	28	29	31	34	40	40	40	40	43	49	52
6	Muzrai Department ...	...	...	...	...	...	20	35	41	...	...	...	...	...	...	...	...
7	Judicial Department ...	25	30	31	46	47	39	39	41	46	47	49	49	51	48	50	52
8	University ...	...	...	...	...	...	20	29	32	...	...	...	...	...	21	17	23
9	Education Department ...	13	17	18	14	18	22	21	21	34	35	37	44	46	48	51	51
10	Police Department ...	16	19	24	24	24	48	45	39	58	56	55	58	58	60	59	59
11	Medical Department ...	75	82	72	80	80	64	65	66	77	75	63	70	68	68	90	71
12	Prisons Department ...	13	39	25	25	...	29	41	33	91	96	79	82	...	90	...	90
13	Forest Department ...	18	19	18	20	22	25	29	25	41	35	33	37	34	44	44	45
14	Excise Department ...	20	22	29	29	29	39	32	34	51	51	49	55	51	50	57	59
15	Registration Department ...	5	13	17	17	...	27	28	29	...	...	...	...	...	...	...	...
16	Joint Stock Companies ...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
17	Income-tax Department ...	20	21	29	27	...	30	32	30	17	17	17	20	...	33	33	33
18	Stamp Department ...	50	50	60	67	...	61	53	55	...	...	...	...	...	...	...	...
19	Industries and Commerce Department.	19	28	20	40	...	27	33	36	63	60	50	53	...	50	58	62
20	Sandal Oil Factory ...	...	...	...	...	...	6	6	6	...	...	...	...	...	33	30	31
21	Horticulture ...	30	30	43	43	...	43	50	54	56	56	30	30	...	61	62	59
22	Museum ...	60	60	60	60	...	43	50	50	...	...	...	...	...	...	...	...
23	Agricultural Department ...	28	27	24	28	28	32	30	33	40	40	37	37	41	47	46	50
24	Co-operative Department ...	25	23	28	28	...	28	21	38	24	19	20	17	...	31	27	40
25	Military Department ...	26	26	23	...	...	28	33	29	33	29	100	...	...	75	57	67
26	Electrical Department ...	32	40	34	34	...	41	42	45	40	42	38	39	...	47	53	45
27	Mines and Geology ...	31	50	36	55	...	43	40	40	33	50	...	...	...	50	20	43
28	Printing Department ...	65	66	66	66	...	70	68	72	...	...	...	...	...	...	...	...
29	Stationery Department ...	50	50	68	60	...	...	33	33	...	...	...	...	...	...	...	...
30	Public Works Department ...	30	30	26	24	...	34	36	39	24	22	24	23	...	24	24	28
31	Railway Department ...	27	30	29	32	...	28	28	29	29	28	23	22	...	...	27	29
32	Meteorological Reporter ...	...	...	...	...	...	38	37	44	...	...	...	...	...	...	...	...
33	Sanitary Board, Kolar Gold Fields.	...	...	...	...	...	33	20	33	...	...	...	...	...	59	59	62
34	Local Boards ...	20	16	19	21	...	26	30	29	58	62	57	57	...	62	63	63
35	Municipalities ...	24	31	29	30	...	19	21	24	52	55	44	47	...	50	58	63

Read

Letter No. CRB dated February 1931 from the Secy. CRB Submitting a Report on the progress achieved in the matter of the appointment of members of backward Communities to the public service in Mysore from 1921 to 1930.

[Printed as an annexure R.]

Order thereon

No.

Dated.

Recorded.

2. This is the first report prepared by the CRB in response to a desire expressed by members of the Rep Assembly and the Legis Council containing a brief account of the progress achieved in the matter of recruitment of members of backward communities to the public service in Mysore ever since orders were passed by Govt on the recommendations of the Miller Committee in the year 1921.

encouragement is to be shown to members of such

communities for entry into the public service

3. One of the directions contained in the ~~instrument~~ ~~that~~
~~in Appendix It was directed in the said orders~~ That
Govt Order of April 1921 was that
attempts shd. be made to increase the representation
of backward communities in the public service in Mysore
so as to raise the proportion of members of such
Communities (A) to 50 per cent of the total strength
within seven years. It is well nigh ten years
since ~~the orders were~~ this order was passed ~~and the~~ expected per-
centage has reached only in 12 out of 72 offices
in respect of ministerial and in ... out of ... offices
in respect of executive appointments
and the report under review has been prepared ~~with a view to~~
~~it would be worth while taking~~ to enable the Govt to take stock of the progress
achieved so far and to
~~with a view to~~ consider what further steps (if any)
necessary to be taken to
should be ~~achieved the object in view~~ give full
effect to the (accepted) policy of Govt.

B. ~~It~~ From the Appendices given in the Report,
it is observed that the proportion of members of backward
communities has been raised to 50 per cent or more
in 12 out of 72 offices in respect of the ministerial appts

and in 33 offices out of the same number in respect of the executive. Taking the figures for departments, it is seen that the required proportion has been reached in 6 out of 35 departments in respect of the ministerial appts and in 14 out of the same number in respect of the executive... ~~This might at first sight look somewhat disappointing.~~ But from the very nature of things, more rapid progress could not be expected as the number of fresh vacancies arising from year to year is necessarily limited. 5 Taking the progress by communities, it is observed that Mohamedans, Lingayets and Vokkaligas have secured the largest number of appts next to Brahmins due apparently to their being ahead of other communities in taking advantage of the benefits of education. It is gratifying to note that members of depressed classes ~~are also availing themselves of the benefits of education and securing~~ have of late been securing appointments in the public service in a larger proportion than was the case ~~some years ago~~ before.

6 ~~It is to be desired that~~ In paragraph 13 of the Report, that, although under review, it is observed there has been some improvement in the proportion of members of backward communities in the State service

Members of other communities would do well to emulate their example and appointing officers should also see that selections are also made from among candidates of unrepresented or inadequately represented communities as far as practicable.

for the past 10 years, the results achieved so far have not been commensurate with the amount of thought and trouble devoted to the subject. This is attributed to the fact that the attention of the Recruitment Board has so far been confined mainly to appts in the lower grades. 1167. The question as to what steps shd be taken to improve the existing state of affairs has engaged the attention of the Bd. for some time past. The RC who, at the request of the Bd, examined the question in respect of the Rev Dept has expressed the opinion that, so far as recruitment to the grade of Asst Commrs and Amildars is concerned, the existing system is well suited to promote the representation of backward communities, but that a radical improvement is necessary in the methods of recruitment to the higher ministerial appts in the Rev. dept such as those of Dt Shrs, Tk-Shrs, Hd Accts, Hd Gumastas and so on is necessary for improving the Efficiency of these offices and increasing the representation of backward communities

therein. The scheme ~~submitted by Government~~ of Government submitted by the R.C. in this connection is under consideration and the principles that may be found suitable for the Revenue Dept might be applied with necessary modifications to other departments as well.

8. Another proposal pressed on the attention of ~~the Government~~ both by the R.A & the A.C relates ~~to the adoption of measures~~ to improve the system of recruitment to the Judicial Service in Mysore is that relating to the appointment of a mixed committee of officials and non-officials for considering how far the existing system of recruitment to the services is defective and what measures should be adopted for bringing about substantive measure of improvement therein.

(Show me the draft G.O. under consideration)

mention
of Committee

7. Mention is made in paragraph 2 of the Report of the measures of progress achieved in certain directions which, though not coming within the direct purview of the Recruitment Board, have a material bearing on the advancement of the interests of backward communities in the State. The following are some of the measures referred to :—

(1)
(2)
(3)
(4)
} Copy out from Para 21

(5)

8. In concluding this review, Govt wish to place on record their appreciation of the efficient manner in which the members of the C.R.B., particularly the new official Secretary, have carried out the somewhat delicate task entrusted to them for the past 10 years. Govt have received many valuable suggestions from the Board in the matter of the policy to be adopted for improving the status

10 Report is on the whole an interesting record of progress achieved during the past 10 years for advancement of interests of backward communities in the State

of Harmonious to the Public
Service in Nigeria.

Reg
8/2/87

Chief Secy to Govt

To The Secretaries to Govt
" Heads of Depts
" Resy Commrs of States.
" Presidents of Area Bds
" " Municipal Councils
" Members of the CRB

PRESS TABLE

CENTRAL RECRUITMENT BOARD.

No.

C.R.B.

Public Offices,
Bangalore, dated Dec. 1930.

From

D.C. SUBBARAYAPPA, Esq., B.A., B.L.,
Secretary, Central Recruitment Board.

To

R. RANGA RAO, Esq., B.A., B.L.,
Offg: Chief Secretary to the
Government of Mysore, Bangalore

Sir,

I have the honor to submit herewith a Report on the progress achieved in the matter of the appointment of members of backward communities to the public service in Mysore from 1921-to 1930.

INTRODUCTORY.

2. It is very nearly a decade since Government accorded sanction to a definite policy in respect of the encouragement to be shown to members of backward communities for entry into the public service in Mysore. Reports as to the progress achieved in carrying out this policy have been published from year to year and Government have also had occasion more than once to take note of the defects brought to light and to direct the adoption of remedial measures for their removal. It is now proposed to take stock of the progress achieved during the whole of the period and submit a consolidated report on the subject.

POLICY OF GOVERNMENT.

3. In a comprehensive order passed in May 1921 on the recommendations of a Committee constituted under the Chairmanship of the late Sir Leslie Miller, Government directed that attempts should be made to increase the representation of backward communities in the public service in Mysore so as to raise the proportion of members of such communities in all head quarter and district offices of all departments gradually to 50 per cent of the total strength (exclusive of those in inferior service) within seven years.

CONCESSIONS OFFERED.

4. With this object in view, they issued a standing instruction to the several officers authorised to make appointments in the public service to give preference to candidates of backward communities in making initial appointments so long as they possessed the prescribed minimum qualification, even though they may be less qualified than other candidates. Certain other concessions were also granted, the principal among them being the following:-

(1) In respect of candidates of backward communities, the maximum age for entry into service was raised from 25 to 28 years.

(2) To enable backward communities to take advantage of the opportunities afforded for entry into public service, special facilities were offered in the shape of scholarships to members of such communities as an incentive for them to take to higher education and qualify themselves for such service.

(3) The minimum qualifications required for the various grades of appointments were revised and lowered.

in cases in which they were unduly high, keeping in view the character and nature of the services required in each department.

(4) While it was considered undesirable to abolish competitive examinations for direct recruitment to the higher ranks of the service, it was laid down as a policy to safeguard the interests of backward communities that an adequater number of candidates - from among those classes should be selected by nomination on each occasion of recruitment by competition as heretofore.

(5) In view of the desirability of posting an increasing number of officers belonging to backward communities to the head quarter offices, Government agreed to consider specially the claims of officers belonging to such communities in filling up appointments at head quarters.

CONSTITUTION OF A CENTRAL RECRUITMENT BOARD.

5. In order to achieve the required progress within the prescribed period, Government felt that special arrangements were necessary to ensure that qualified candidates belonging to backward communities and desirous of entering public service secured appointments without undue delay. They accordingly directed the constitution of a Central Recruitment Board with a - Member of Council as Chairman, three Heads of Departments and the Chief Secretary to Government as official Members, three representatives of the principal backward communities in the State as non-official members and one of the Assistant Secretaries to Government as Secretary. The Board had no power of direct appointment, but had to act as a Vigilance Committee. It was charged with the responsibility of obtaining statistics of recruitment

during each official year and reviewing the progress made in increasing the representation of different communities in the public service.

FUNCTIONS OF THE BOARD.

6. The functions of this Board were defined as follows:--

(a) Calling for applications from all candidates, including Brahmins, desirous of securing appointments in the public service and preparing lists of such candidates showing the class or classes of appointments and the salary for which each candidate was eligible with reference to his qualifications, aptitude and preference.

(b) Forwarding copies of extracts of such lists to the several Heads of Departments and officers concerned.

(c) Calling for returns, statistics and other information relating to recruitment in the several offices of the State .

7. These functions were added to or varied from time to time in the light of the experience gained in the practical working of the scheme. The registering and circulation of lists of vacancies have now been replaced by a publication in the Gazette and in some of the English and Vernacular newspapers and the Board is now charged with the duty of getting reports of appointments made in all advertised vacancies and taking suitable action under the orders of its Chairman to set right irregularities brought to light.

8. To regularise the proper classification of vacancies arising in the various offices, all appointments in the ministerial and executive ranks of the superior

service have been divided into four classes and the minimum educational qualifications required for the several classes have been prescribed. With a view to permit of opportunities being given to members of backward communities to get absorbed in permanent vacancies, it has also been directed that a separate classification should be made of vacancies which are merely temporary and of those which are of a permanent nature.

PROGRESS IN EARLY YEARS.

9. The Board had functioned scarcely for a year when it was found that the conditions created by the several orders of retrenchment issued in the year 1922 seriously affected the progress in the absorption of candidates of backward communities in the public Service. As many as 574 posts were abolished as a result of retrenchments and officials who were thrown out of employment were ordered to be given preference over new candidates including those belonging to backward communities.

EFFECT OF RETRENCHMENTS.

10. As the progress in re-absorbing discharged official was necessarily slow owing to paucity of vacancies, ther was also a corresponding retardation in giving effect tc the policy of Government enunciated in the order passed on the report of the Miller Committee.

ADOPTION OF SPECIAL MEASURES.

11. Government therefore thought it desirable in an order passed in January 1923 to direct the adoption of the following special measures to overcome the disadvantageous position brought about by the orders of retrenchment referred to above:--

(1) It was directed that some vacancies should be

created in the clerical and subordinate executive services up to and inclusive of the grade of Amildars by retiring some officials who had completed the qualifying service required for earning a pension equal to half their pay even though they may not have reached the age of superannuation.

Lists of such officials were called for from the Comptroller, Heads of Departments and Secretaries to Government and a Committee consisting of the late Mr. Mir Humza Hussain, Member of Council as Chairman, the Revenue Commissioner, the Excise Commissioner, the Inspector General of Police, the Inspector General of Education and the Agent, Mysore Railways as members and the Secretary, Central Recruitment Board as Secretary was constituted to examine the lists and submit recommendations to Government as to the officials that might with advantage be retired from service.

(2) With a view to facilitate direct recruitment to the different grades of the subordinate executive services, three probationerships were ordered to be created temporarily in each department for each grade of executive service, after calling for proposals in this behalf from the Heads of Departments concerned, two of these appointments at least being recruited by members of backward communities.

(3) As the constitution of the Central Recruitment Board was of too limited a character, the President of the Board was requested to invite the Heads of all major departments to the meetings of the Board when the quarterly returns were reviewed so that those officers and the members of the Board may have a common discussion of the progress of recruitment work during the quarter, review the results achieved, and in the light of the

difficulties experienced, suggest modifications in the rules and procedure for securing better results.

12. The Committee appointed for the selection of men for retirement and for the absorption of discharged officials submitted their report in June 1923 and orders of Government were passed thereon in July of that year. The lists received from the Heads of Departments and Secretaries to Government contained the names of over 1,800 officials who had put in not less than 25 years' qualifying service and the Committee recommended the retirement of 4 Amildars and 272 other officials. Their proposals were approved by Government with slight modifications.

PROGRESS BY THE YEAR 1923.

13. About the middle of the year 1923, it was brought to notice that the minimum limit of 50 per cent representation of backward communities had been reached in the ministerial and executive services of the Medical Department and in the executive branch of the Police Department. Government therefore directed that appointments in the Medical Department (Executive and Ministerial) and in the executive branch of the Police Department be made on general considerations and that no preference need be shown to any particular class or community provided that the 50 per cent proportion continued to be maintained.

FORMATION OF A SUB COMMITTEE.

14. In view of the large number of applications for the grant of exemptions from possessing the prescribed general educational qualifications for being appointed to vacancies and of cases of irregular appointments made in contravention of the Rules of Recruitment coming up for disposal, Government considered it desirable to order the formation

of a Sub Committee of the Central Recruitment Board in December 1925 with the Revenue Commissioner as Chairman and three non-official gentlemen as Members to consider such cases and facilitate their disposal.

PASSING OF DEPARTMENTAL TESTS.

15. This Committee recommended exemptions in deserving cases and their recommendations usually met with the approval of Government. In order to provide further facilities for the entry of new recruits possessing no qualifications in departmental tests in appointments for which such tests have been prescribed, it was ordered in October 1928 that candidates possessing the general educational qualifications prescribed for such appointments should be entertained on probation subject to their being confirmed in their posts on passing the prescribed departmental test or tests within a period of two years. Provision was also made for the training of such candidates for a period of three months.

EXEMPTION OF TECHNICAL APPOINTMENTS.

16. The purely technical appointments in the Railway Department as well as in the Government Press were ordered to be taken outside the scope of the Central Recruitment Board as it was represented that technical knowledge and training were of greater importance in such cases than mere accademical qualifications.

REVIEW OF PROGRESS BY THE YEAR 1927.

17. It having been noticed in the year 1927 that the limit of 50 per cent prescribed for the proportion of members of backward communities in the Public Service had been reached only in six departments, orders were issued about the middle of that year for regulating the

allotment of vacancies to members of such communities in departments in which the prescribed limit had been re reached as well as those in which it had not yet been reached. Instructions were also issued in the same order about the procedure to be adopted in cases in which no eligible candidates belonging to backward - communities applied for vacancies advertised for such communities or having applied declined or failed to take up the appointments. The main principle kept in view in such cases was that such vacancies should as far as possible be utilised for providing for members of backward communities and it was only when several attempts in this direction proved infructuous that they could be allowed to be disposed of otherwise and that too with the specific sanction of Government in each case.

FACILITIES FOR EDUCATION.

18. One of the main recommendations put forward by the Miller Committee and accepted by Government for the amelioration of the backward communities in the State related to the provision on a liberal scale for the - award of scholarships to members of such communities. An annual grant of Rs. 1,00,000 was sanctioned in the year 1917 for the award of scholarships among the students of backward classes. This served as a great fillip in encouraging the members of such communities to take to higher education to a much larger extent than was the case before. The grant was increased by Rs. 8,000 in the year 1925 and by another Rs. 2,000 in the year 1928. But even this was found to be inadequate to the growing demand, especially in the High School and University grades of education. Government recognised that the scheme had served as a most potent factor in the uplift of the great mass of population in the State and that it

had very materially increased the number of pupils from backward communities in the Schools and Colleges and had resulted in the spread of enlightenment among the bulk of the people. It was also recognised that it was mainly due to this measure that communities which formerly did not seem to appreciate the benefits of education were -eagerly pressing forward and asking for further facilities. Government were therefore pleased to accord sanction in November 1928 to an additional grant of Rs. 50,000 for the award of scholarships to students of backward - classes including Mohamaden and Depressed Class students.

COMMITTEES FOR THE AWARD OF SCHOLARSHIPS.

19. With a view to facilitate the award of these scholarships to deserving members of various communities, District AD HOC Committees were appointed with non-official members of different communities as members. Similar Committees have also been constituted for safeguarding the interests of students in the matter of admissions and award of freeships in Schools as well as admissions to technical colleges and schools such as the Medical and the Engineering.

FOREIGN SCHOLARSHIPS.

20. The policy that has actuated Government to provide facilities for the education of members of backward communities in institutions within the State had also been steadily pursued in the matter of showing encouragement to such members to undergo training in Foreign Universities as well. This policy was specifically enunciated in the order passed in May 1920 on the proposals of the Foreign Scholarship Committee and it was directed therein that of the two Damodar Das and two State scholarships

awarded annually to students undergoing advanced studies in foreign countries, one should be reserved for a suitable candidate belonging to one of the educationally backward classes in the State. Of the 27 such scholarships awarded for foreign training between the years 1920 and 1930, as many as 15 have been awarded to members of backward communities.

NOMINATIONS TO THE CIVIL SERVICE.

21. Another important recommendation made by the Miller Committee related to the desirability of providing for - nominations of members of backward communities to the - grade of Assistant Commissioners whenever candidates were selected for such appointments by the results of competitive examinations. Out of 32 appointments made to the Civil Service in this manner between the years 1918 and 1930, as many as 16 have been made by the nomination of qualified members of backward communities. A similar policy is also being pursued in selecting competent - officers for acting vacancies of Assistant Commissioners as well as for certain other higher ranks of the service such as the Magistrates and Munsiffs, District Economic Superintendents and the like.

APPOINTMENT OF REVENUE PROBATIONERS.

22. In accordance with the policy enunciated in the order of January 1923 referred to in paragraph 11 supra, proposals were received from the Director of Geology, the Superintendent, Government Printing, the Director of Industries and Commerce, the Agent, Mysore Railways and the Inspector General of Education for the appointment of Probationers in their departments. The Revenue Commissioner also submitted comprehensive proposals for recruitment to the Revenue Department including the appointment

or Probationers. Government came to the conclusion that the need for the appointment of Probationers in departments other than the Revenue was not very urgent and directed that, with a view to imrpve the Amildari service by recruiting candidates fitted by education, character and executive capacity, six Probationers be appointed with adequate representation for backward communities.

AMILDARI ELIGIBILITY LIST.

They also directed that the list of candidates eligible for Amildari and Deputy Amildari be revised so as to provide for the addition of the names of men belonging to backward communities in the Revenue and other departments whose pay is not less than Rs. 50/- and who have qualified themselves by passing the Revenue Higher and Criminal Higher examinations.

24. This policy is being steadily followed from year to year and out of.....Revenue Probationers appointed between the years 1923 to 1930, as many as.....are from candidates belonging to backward communities. The number of officials belonging to such communities whose names ar were included in the list of candidates eligible for Amildari and Deputy Amildari during the same period was.....out of a total of.....members of all communities so included in the list.

25. To further accelerate the recruitment of members of backward communities to the Amildari service, it has been directed in the latest order passed this year that, from among candidates whose names are included in the Eligibility list, members of backward communities should be selected for two out of every three vacancies of Amildars and Deputy Amildars.

effect of giving a good opportunity for increasing the representation of candidates from backward communities in this important appointment in the Revenue Department.

INCREASED REPRESENTATION IN KEY APPOINTMENTS.

29. Although there has been some improvement in the proportion of Members of backward communities in the State Service for the past ten years, it must be admitted that the results achieved so far have not been commensurate with the amount of thought and trouble devoted to the subject, as the activities of the Central Recruitment Board have at present been confined to the watching of the recruitment of officials on low salaries such as Clerks, Primary School Masters etc., The question of appointing a Staff Selection Board to see to the introduction of adequate representation of backward communities in the higher ministerial and gazetted ranks of the service was considered by Government in the early part of last year and it was decided that the question as to what measures were necessary to improve the representation in one or two departments might be examined by the Board and definite proposals submitted to Government for orders. The Revenue Commissioner who examined the question has expressed the opinion that, so far as the recruitment to the grade of Assistant Commissioners and Amildars is concerned, the existing system contains adequate safeguards to promote the representation of backward communities and no change appears called for in it. But the case is different in regard to important ministerial appointments in the Revenue Department such as those of District Sheristedars, Taluk Sheristedars, Head Accountants, Head Gumasthas and so on. The Revenue Commissioner brings to notice that the proportion of members of back-

backward communities holding these offices is exceedingly small and that most of officials now holding these appointments do not possess any high qualifications and these defects have re-acted on the Amildari service in as much as the class of recruits got by promotion are not generally of a very high standard. He considers that, unless there is some radical improvement in the methods of recruitment to these higher ministerial appointments, there is no likelihood of improving the efficiency of these offices or of increasing the representation of backward communities therein. He has therefore submitted a scheme for the appointment of Probationery clerks so that they may after the necessary training for a year or two be able to fill the important ministerial appointments referred to above. The question is under consideration.

APPOINTMENTS IN THE UNIVERSITY.

30. The question of regulating appointments in the University came up for consideration in the year 1928 and orders were passed in August of that year issuing definite instructions with regard to appointments in the tutorial staff of the University. While it was agreed that the main consideration in all tutorial appointments should be the efficiency ~~of teaching in the University~~ and that such a consideration should be regarded as paramount, it was urged at the same time that the University should keep in view the desirability and importance of securing adequate representation of backward communities on its tutorial staff as far as may be with due regard to efficiency. All appointments of and above the grade of Assistant Professors were directed to be advertised by the University as heretofore while those in vacancies below that grade were directed to be adver-

tised through the Central Recruitment Board.

31. It having been observed that the composition of the tutorial staff of the University in March 1929 consisted of 233 members, of whom so few as 35 belonged to backward communities, the University Council sent up a Resolution to Government to the effect that, when candidates of all communities applied for a vacancy, the candidate of a backward community should be preferred to another of approximately equal qualifications. Orders approving of this resolution were passed in April 1929 and several appointments have been made - under these orders although the number of such appointments made is not considerable.

APPOINTMENTS IN THE EDUCATION DEPARTMENT.

32. As it was brought to notice that the representation of members of backward communities in the executive service of the Education Department was not adequate, orders were issued about the beginning of 1930 directing the addition of four posts of Assistant - Inspectors in the grade of Rs. 75-10-125 and the posting of competent officials of backward communities to these grades.

APPOINTMENTS UNDER MUNICIPALITIES.

33. Rules were issued in the years 1925 and 1927 to provide for the employment of Government Officials to certain appointments under the Town and Minor Municipal Councils and the Bangalore City Municipal Council. But no rules had so far been issued under sections 186 (j) and 187 of the Municipal Regulation to regulate the - appointment of persons who were not under Government employ. Orders were therefore issued in October 1930 making certain Rules for determining the mode and con-

conditions of appointing non-gazetted officers in the superior service of the Municipal Councils in the State. According to these Rules, all Municipal Councils in the State including the two City Municipalities were bound to conform to the Rules of Recruitment in making appointments on their establishment.

APPOINTMENTS IN THE SECRETARIAT.

34. Appointments in the Secretariat were till recently outside the scope of Recruitment Rules. Orders were passed in December 1929 introducing these rules into the General and Revenue Secretariat and its associated offices In order to increase the representation of backward communities in the Secretariat, it was also directed that in all acting vacancies occurring in the Secretariat for the next two years, candidates of backward communities should be appointed, if available. Action taken in this direction has enabled a good many qualified candidates of backward communities getting an opportunity of securing a footing in the Central Offices of Government, the number of such candidates so appointed being.....since the passing of the Order.

REPRESENTATION OF DEPRESSED CLASSES.

35. No report relating to the amelioration of backward communities can be considered complete, if it has no reference to the action taken for the improvement of Adi-karnatakas and Adi Dravidas who come under the term Depressed Classes. Government have taken steps in several directions for promoting the material welfare of these classes such as by the system of land grants, establishment of agricultural colonies, opening of special Co-operative Societies, creation of special facilities for their education. But for purposes of

this report, it would perhaps be enough if attention was confined to the action taken for providing for the representation of members of these classes in the public service of the State. Orders were passed in February 1922 stating that Government viewed with sympathy the prayer of members of these classes in the matter of showing special preference to candidates of depressed classes in the matter of appointments in the public service and directed that qualified candidates of such classes seeking employment in Government departments should be given the first preference. Reports having however reached Government that the instructions issued already had given rise to divergent views as to the principles that should be adopted in selecting candidates belonging to depressed classes for appointment, Government issued clear instructions in April 1929 as to the extent to which preference should be shown to members of these classes in General as well as in Special - vacancies. There is reason to believe that theseRules have enabled several candidates of backward communities to secure appointments suited to their qualifications in various offices in the State.

CONCLUSION.

36. The main items of progress dwelt in detail in the foregoing paragraphs may be summarised as under:--

Communities.	Rs.250 to 450.	450 to 800.	Rs.800 and above.	Total
Brahmins.	172	102	52	326
Bedars.	62	57	31	150
Yadavas.	-	-	-	-
Khastrias. (a) Bhavasara (b) Rajaputs	- 1 — 1	1	-	12 2
Kurubars.	1	-	-	1
Lingayets.	6	8	1	15
Mudaliars.	5	9	-	14
Naidus.	4	3	-	7
Vaisyas.	2	2	-	4
Telugu Banagiga.	-	-	-	-
Vokkoligas.	4	2	2	8
Other caste Hindus. (1) Devangas (2) Arasus (3) Coorgees	- 9 1	2 3 -	- - 3	2 12 3
Jains.	1	-	-	1
Mahomedans.	14	10	5	29
Christians.	8	9	4	21
Other communities. Parsees	-	-	2	2
Adikarnatakas.	-	-	-	-
Europeans and Anglo-Indians.	6	8	14	28

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Names of officers whose Community is not definitely known: ——

1) Mr Kunhikannan (Rs 600)

2) " N. Nilakantappa (Rs 275
(Engineer ~~assistant~~ Palace

3 " K. Parthasarathi (Rs 450)
(S.O. 7)

4 " P. Parthasarathi (Rs 550).
(Serum Institute)

5 " P. Rajagopalan (Rs 450)
BE

6 " R. Ramakrishna (Rs 300)
(M.Sc ute
Electrical dept)

7 " S.M. Ramaswami
Manager S.O. 7 (Rs 250)

8 " S. Ramaswami (450)
BA BE

9 " S. Ramaswami (400)
(C.T. Institute)

10 " Sen (Bengali ?)
(600 Rs)

11 " N. Venkataraniah
Rs 250
S. A. Constr of Pts.

12 " H. Venkataramaniah
(Rs 300)
(Munsiff Shimoga)

PROCEEDINGS OF THE GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE.

Read:-

Letter No.3664 /C.R.B. dated 10 February 1931 from the Secretary, Central Recruitment Board, submitting a Report on the progress achieved in the matter of the appointment of members of backward communities to the public service in Mysore from 1921 to 1930.

(Printed as an annexure)

Order thereon:

No.

Dated

R e c o r d e d.

2. This is the first report of its kind prepared by the Central Recruitment Board in response to a desire expressed by members of the Representative Assembly and the Legislative Council containing a brief account of the progress achieved in the matter of recruitment of members of backward communities to the public service in Mysore ever since orders were passed by Government on the recommendations of the Miller Committee in the year 1921.

3. One of the directions contained in the Government Order of [illegible] 1921 was that attempts should be made to increase the representation of backward

communities in the public service in Mysore so as to raise the proportion of members of such communities in all headquarter and district offices of all departments gradually to 50 per cent of the total strength within seven years. It is well nigh ten years since this order was passed and the report under review has been prepared to enable the Board to take stock of the progress achieved so far and to consider what further steps, if any should be adopted to give full effect to the accepted policy of Government.

4. From the Appendices given in the Report, it is observed that the proportion of members of backward communities has been raised to 50 per cent or more in 12 out of 72 offices in respect of the ministerial appointments and in 33 offices out of the same number in respect of the Executive. Taking the figures for departments, it is seen that the required proportion has been reached in 6 out of 35 departments in respect of the ministerial appointments and in 14 out of the same number in respect of the Executive.

5. Taking the progress by communities, it is observed that the Mohamadens, next to the Brahmans, the largest number of ~~Lingayets and Vokkaligars have secured~~ appointments have been secured by the largest number of appointments next members of the Mahomedan, Lingayet to ~~Brahmins due apparently to their~~ and Vokkaliga communities. This ~~being far ahead of other communities~~ is accounted for by the fact that in ~~taking advantage of the benefits of~~ these communities have shown greater readiness to take advantage of the [illegible] facilities for

education. Members of other communities would do well to emulate their example and appointing officers should also see that selections are also made from among candidates of unrepresented or sparsely represented communities as far as possible. It is gratifying to note that members of Depressed Classes have of late been securing appointments in the public service in a larger proportion than was the case before.

7. In paragraph 13 of the Report under review, it is observed that, although there has been some improvement in the proportion of members of backward communities in the State service for the past ten years, the results achieved so far have not been commensurate with the amount of thought and trouble devoted to the subject. This is attributed to the fact that the attention of the Recruitment Board has so far been confined mainly to appointments in the lower grades.

8. The question as to what steps should be taken to improve the existing state of affairs has engaged the attention of the Board for some time past. The Revenue Commissioner, who, at the request of the Board, examined the question in respect of the Revenue Department has expressed the opinion that, so far as recruitment to the grade of Assistant Commissioners and Amildars is concerned, the existing system is well suited to

to promote the representation of backward communities, but that a radical improvement is necessary in the methods of recruitment to the higher ministerial appointments in the Revenue Department such as those of District Sheristedars, Taluk Sheristedars, Head Accountants, Head Gumastas and so on for improving the efficiency of these offices and increasing the representation of backward communities therein.

9. The scheme submitted by the Revenue Commissioner in this connection is under consideration and the principles that may be found suitable for the Revenue Department might, when sanctioned, be applied with necessary modifications to other departments as well.

10. Another proposal pressed on the attention of Government both in the Representative Assembly and the Legislative Council relates to the appointment of a mixed committee of officials and non-officials for considering how far the existing system of recruitment to the services is defective and what measures should be adopted for bringing about a substantive measure of improvement therein. Government consider that the setting up of a separate Committee of the kind proposed would be a needless duplication of agencies as the function of the existing Recruitment Board is identical in character to what is proposed to be entrusted to the new Committee. They have therefore directed the addition

of two more non-official members to the Board raising their number from five to seven. The Board have also approved of the formation of a special Sub Committee of some of its members with Mr. F.A. - Hamilton, C.I.E., Inspector General of Police in Mysore as Chairman to consider the question in all its bearings and submit - definite recommendations to improve the existing state of affairs after a close examination of the Rules relating to the Staff Selection Board and the Public Service Commission in Madras. Government await with interest the report of this Special Sub-Committee with the opinion of the Recruitment Board thereon.

11. Mention is made in paragraph 21 of the Report of certain measures sanctioned by Government from time to time, which, though not coming within the direct purview of the Recruitment Board, have a material bearing on the advancement of the interests of backward communities in the State. These relate to facilities offered for the education of members of backward communities by the award of special scholarships; direct nomination of members of backward communities to the Civil Service; posti of officers of backward communities to head-quarter offices whenever possible in the exigencies of service ; special preference to be shown to candidates of backward communities in making selection for appointment as Probationers in the

Several

departments of Government; and inclusion of qualified officials of backward communities in the Amildari Eligibility List and their selection in a larger proportion in the Amildari and Deputy Amildari vacancies.

12. The Report is on the whole an interesting record of progress achieved during the past ten years for advancing the interests of backward communities in the public service in Mysore, although a sense of disappointment is felt in certain quarters with the rate of progress achieved in securing the representation of such communities in the several grades of the public service. The real reason why the 50 per cent limit anticipated in the Order passed on the Miller Committee recommendations has not been reached in a period of seven years is to be sought in the fact that the number of vacancies arising is necessarily limited and it is impossible to expect the limit to be reached in such a short length of time. As regards the complaint heard about the inadequacy of the representation of backward communities in the higher ranks of the service, it should be remembered that the recruitment in such cases should necessarily be to the lowest grades of such service and appointments in the higher ranks are regulated by the promotion of men already in service irrespective of the community to which they belong. Every endeavour is however being made by Government to see that their accepted polic

in regard to the maintenance of an adequate representation of all communities in the services is steadily kept in view and given effect to as far as possible.

13. In concluding this review, Government wish to place on record their appreciation of the efficient manner in which the members of the Central Recruitment Board, particularly those belonging to the non-official section of it, have carried out the somewhat delicate task entrusted to them for the past ten years.

CHIEF SECRETARY TO GOVERNMENT.

To

The Secretaries to Government.
" Heads of Departments.
" Deputy Commissioner of Districts.
" Secretary, Central Recruitment Board.
" Presidents of District Boards.
" Presidents of Municipal Councils.
" Members of the Central Recruitment Bd.
" PRESS.TABLE.

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Appendix V

Comparative Statement of ministerial appointments held by various communities between 1918 and 1930 on a population basis.

Sl. No.	Communities	Population according to the Census of 1921	Number of appts. held in 1918	Number of appts. held in 1930	Percentage of the population of each community to total population	Percentage of appointments held in 1918	Percentage of appointments held in 1930
1.	Brahmins	2,15,574	9,712	11,935	3·73	69·64	54·13
2	Mahomedans	2,12,917	1,078	2,465	3·68	7·72	11·18
3	Lingayets	7,14,734	504	1,704	12·38	3·61	7·73
4	Other caste Hindus	9,71,513	390	1,533	16·83	3·08	6·95
5	Mudaliars	22,379	415	407	·38	2·97	1·85
6	Christians	57,719	395	747	1·00	2·83	3·39
7	Vokkaligas	12,94,801	338	966	22·43	2·42	4·38
8	Kshatriyas	88,238	315	407	1·52	2·25	1·85
9	Naidus	—	242	282	—	1·73	1·28
10	Anglo Indians & Europeans	13,676	156	77	·23	1·11	·35
11	Banajigas	1,34,815	101	321	2·33	·72	1·46
12	Vaisyas	41,289	81	188	·71	·58	·85
13	Depressed Classes	11,60,828	67	416	20·11	·48	1·89
14	Kurubas	3,99,550	48	260	6·92	·34	1·18
15	Jains	14,436	44	117	·25	·31	·53
16	Other Communities	1,774	29	29	·30	·20	·13
17	Bedars	2,71,134	15	117	4·69	·10	·53
18	Yadavas	1,55,978	16	76	2·70	·11	·34
	Total	57,71,355	13,946	22,047	100·00	100·00	100·00

"other caste Hindus" must come after the enumerated classes of Hindus

The castes have been arranged accordingly.

Appendix VI

Number of applications from qualified candidates received for vacancies during the years 1927-28, 1928-29, 1929-30.

Sl. No.	Communities.	No. of applications received during the year		
		1927-28	1928-29	1929-30.
1.	Brahmins.	7,077	8,126	9,069
2.	Mohamadens.	973	1,296	928
3.	Lingayets.	2,798	2,121	2,655
4.	Vokkaligars.	1,370	1,340	1,435
5.	Mudaliars.	303	273	289
6.	Christians.	301	413	305
7.	Bedas.	85	114	149
8.	~~Gollas~~. Yadavas.	179	151	78
9.	Kshatriyas.	634	447	374
10.	Kurubas.	346	362	300
11.	Naidus.	116	172	77
12.	Vaisyas.	437	314	395
13.	Banagigas.	475	475	478
14.	Other caste Hindus.	2,575	2,161	1,955
15.	Jains.	327	344	182
16.	Other communities. (Parsis -Jews and Buddhists)	.	.	.
17.	Adi-karnatakas or Adi-dravidas and other Depressed classes .	207	173	193
18.	Anglo Indians and Europeans.			
	Total...	18,203	18,282	18,262

This is not necessary here
May be given as an appendix to Repl.
Qun

B.B. 4/3

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standardised, which ensures that 75 per cent of the vacancies arising in the service are invariably offered in the first instance to members of the backward communities. The reports of the Central Recruitment Board for the past three years show that the actual results are a close approximation to the revised standards.

Government wish to take this opportunity of placing on record their appreciation of the services of the --- officers and more specially of the non-official members who constituted the --- Board from time to time.

Chief Secretary to Government.

To,

The Members of the Central Recruitment Board
" Compiler, Mysore Gazette.
" Heads of Departments
Deputy Commissioners of Districts
Other Unit Officers.

Proceedings of the Govt. of
H.H. the Maharaja of Mysore

- - - -

Read.-

Letter No. 3664 dated 10th Feb' 1931 from the Secretary, Central Recruitment Board, submitting a report on the progress achieved in the matter of appointment of members of Backward Communities to the public services of the State during the years 1921-1930. ---- (Printed as an annexure).

Order No.

Dated Bangalore the 1931.

The report has been prepared in response to a desire expressed in the Representative Assembly and the Legislative Council, that a short account of the results of the action taken to increase the proportion of backward communities in the public service during the past 10 years should be published for general information.

In Government Order No. 1827-80 E.A.G. 308 dated 16th May 1921, it was laid down that a definite standard of representation should be adopted and that the proportion of members of backward communities in all head-quarter and District offices of all departments should be raised to 50 per cent of the total strength of these offices within a period of 7 years. The report sub-

submitted by the Central Recruitment Board gives a summary of the measures taken in pursuance of this object, the difficulties met with from time to time and the manner in which they have been successfully or partially overcome. It contains also an analysis of the composition of the services in the grades of appointments subject to the scrutiny of the Board.

It is seen that the standard of 5(per cent laid down in the Government --- Order referred to above has been reached in 33 executive and 12 clerical establishments, out of a total of 72 such establis ments. The executive staff contains nearly 16,000 hands, of whom over 50 per cent are members of backward communities. In the case of clerical establishments, consisting of 6,083 hands, the proportion reached is approximately one-third. It is observed, however, (vide Appendix IV) that the proportion has been steadily on the increase from year to year (though it falls short of the standard of 50 per cent) in respect of some of the important clerical establishments.

Appendix V of the Report shows the composition of the services in 1918(according to the figures compiled by the Miller Committee) as compared with that in June 1930.

A comparison of the two sets of figures shows that during the years 1918-193[illegible], there has been a perceptible reduction in the proportion of Brahmins in public service and a corresponding increase of the backward communities, --- particularly Mahomedans, Lingayets, --- Vokkaligars, Other Caste Hindus and Indian Christians. That these communities have maintained and improved their relative numerical superiority in the service is explained by the fact that they are educationally more advanced tha the other non-brahmin communities and contribute a larger number of qualified candidates for public employment as will be seen from Appendix VI of the Report showing the number of applications dealt with by the Central Recruitment Board during the years 1927-28, 1928-29 and 1929-30.

Another significant and welcome fact that emerges from the comparison is that members of the depressed classes have begun to find employment in the public service. The largest number among them are working in the Education Department as School Masters but a few are found in other establishments as wel

While acknowledging that some progress has been made in increasing the proportion of backward communities in the service, the report draws attention to the fact that the progress has been

inadequate and is confined for the most part to the lower grades of appointments with which alone the Board has hitherto been directly concerned. Lately, however, the Board has, with the consent of Government undertaken a study of the situation as regards higher grades of the service also and their conclusions on the subject are awaited.

In judging the rate of progress that has been or is likely to be acieved it has to be remembered that any perceptible change in the composition of the service must necessarily be slow and gradual The new hands entertained in a year form but a small proportion of the total --- strength of the establishments and the process of replacement must be more difficult and more prolonged in the case of superior appointments. These appointments are generally made by promotion fro the lower ranks with reference to the capacity, effeiciency and experience of the selected officials. The scope for direct recruitment to the higher grades of service is necessarily small but withi this limited sphere attempts are being made for giving increased representation to members of backward communities as wil be seen from the following statement:-

Name of Department	No. of Probationers nominated since 1921	No. of members belonging to backward communities
Revenue		
(a) Revenue Probationers	36	31
(b) Probationary Assistant Commissioners.	6	5
Railways ...	6	3
Accounts ...	4	2
Health ...	4	1
Police ...	3	3
Press ...	2	2
Forest ...	4	2
Geology ...	2	.

The task of the Central Recruitment Board has been no light one. While the results to be attained have been laid down with precision, it has been no easy matter to devise a system and procedure by which these results could be achieved in practice. During the earlier years of the period under review, progress was slow owing to the small number of candidates belonging to backward communities offering themseleves for appointment, to the want of a uniform --- understanding among appointing officers to the existence of a large number of special cases which demanded exceptional treatment and more than all to the novel character of the work which had to be developed by a process of a trial and elimination. With the accumulation of experience, however, most of the initial difficulties have been removed and a system has now been evolved and ------

4th Proof for approval
B.P.
24/2

No. 3664—C.R.B.

OFFICE OF THE
CENTRAL RECRUITMENT BOARD,
Bangalore, dated 10th February 1931

FROM

D. C. SUBBARAYAPPA, ESQ., B.A., B.L.,
Secretary, Central Recruitment Board,
Bangalore.

To

N. MADHAVA RAO, ESQ., B.A., B.L.,
Chief Secretary to the Government
of His Highness the Maharaja of Mysore,
Bangalore.

SIR,

I am directed to submit herewith a Report on the progress achieved in the matter of the appointment of members of backward communities to the public service in Mysore from 1921 to 1930.

2. It is nearly a decade since Government accorded sanction to a definite policy in respect of the encouragement to be shown to members of backward communities for entry into the public service in Mysore. Reports as to the progress achieved in carrying out this policy have been published from time to time and Government have more than once taken note of the defects brought to light and directed the adoption of remedial measures for their removal. It is now proposed to take stock of the progress achieved so far and submit a consolidated report on the subject.

3. In 1921, while passing orders on the recommendations of a Committee constituted under the chairmanship of the late Sir Leslie Miller, Government directed that attempts should be made to increase the representation of backward communities in the public service in Mysore so as to raise the proportion of members of such communities in all head-quarter and district offices of all departments gradually to 50 per cent of the total strength (exclusive of those in inferior service) within seven years.

4. With this object in view, they issued instructions to all officers authorised to make appointments in the public service that preference should be given to candidates of backward communities in respect of initial appointments provided they possessed the prescribed minimum qualification, even though they may be less qualified than other candidates. Certain other concessions were also granted, the principal among them being the following :—

(1) In respect of candidates of backward communities, the maximum age for entry into service was raised from 25 to 28 years.

(2) To enable backward communities to take advantage of the opportunities afforded for entry into public service, special facilities were offered in the shape of scholarships to members of such communities.

(3) The minimum qualifications required for the various grades of appointments were revised.

(4) While it was considered undesirable to abolish competitive examinations for direct recruitment to the higher ranks of the service, it was laid down as a policy that an adequate number of candidates from among backward communities should be selected by nomination on each occasion of recruitment by competition.

(5) In view of the desirability of posting an increasing number of officers belonging to backward communities to the head-quarter offices, Government agreed to consider specially the claims of officers belonging to such communities in filling up appointments at head-quarters.

5. To ensure that the intention of Government was given effect to by appointing officers, Government directed the constitution of a Central Recruitment Board with one of the Members of Council as Chairman, three Heads of Departments and the Chief Secretary to Government as official members, three representatives of the principal backward communities in the State as non-official members and one of the Assistant Secretaries to Government as Secretary. The Board had no power of direct appointment, but had to act as a Vigilance Committee. It was charged with the responsibility of obtaining statistics of recruitment during each official year and reviewing the progress made in increasing the representation of different communities in the public service.

6. The Board had functioned for scarcely a year when it was found that the conditions created by retrenchments effected in the year 1922 seriously affected the progress in the recruitment of candidates of backward communities in the public service. As many as 574 posts were abolished as a result of these retrenchments and officials who were thrown out of employment were ordered to be given preference over new candidates including those belonging to backward communities.

7. As the progress in re-absorbing discharged officials was necessarily slow owing to paucity of vacancies, there was also a corresponding retardation in giving effect to the policy of Government enunciated in the order passed on the report of the Miller Committee.

8. Government therefore thought it desirable in an order passed in January 1923 to direct the adoption of the following special measures to overcome the disadvantageous position brought about by the orders of retrenchment referred to above :—

(1) It was directed that some vacancies should be created in the clerical and subordinate executive services up to and inclusive of the grade of Amildars by retiring some officials who had completed the qualifying service required for earning a pension equal to half their pay even though they had not reached the age of superannuation.

(2) With a view to facilitate direct recruitment to the different grades of the subordinate executive services, three Probationerships were ordered to be created temporarily in each department for each grade of executive service, two of these appointments at least being recruited by members of backward communities.

(3) As the constitution of the Central Recruitment Board was of too limited a character, the President of the Board was requested to invite the Heads of all major departments to the meetings of the Board when the quarterly returns were reviewed so that those officers and the members of the Board may have a common discussion of the progress of recruitment work during the quarter, review the results achieved, and in the light of the difficulties experienced, suggest modifications in the rules and procedure for securing better results.

9. In the year 1925, in view of the large number of applications for the grant of exemptions from possessing the prescribed general educational qualifications for being appointed to vacancies and of cases of irregular appointments made in contravention of the Rules of Recruitment coming up for disposal, Government considered it desirable to order the formation of a Sub-Committee of the Central Recruitment Board with the Revenue Commissioner as Chairman and three non-official gentlemen as Members to consider such cases and facilitate their disposal.

10. In order to provide further facilities for the entry of new recruits possessing general educational qualifications, but not qualifications in departmental tests in appointments for which such tests have been prescribed, it was ordered in October 1923 that candidates possessing the general educational qualifications prescribed for such appointments should be entertained on probation subject to their being confirmed in their posts on passing the prescribed departmental test or tests within a period of two years. Provision was also made for the training of such candidates for a period of three months.

11. The purely technical appointments in the Railway Department as well as in the Government Press were ordered to be taken outside the scope of the Central Recruitment Board as it was represented that technical knowledge and training were of greater importance in such cases than mere academical qualifications.

12. As it was brought to the notice of Government that the Rule passed in the year 1921 to the effect that appointing officers should invariably give preference to candidates of backward communities in making initial appointments until the proportion of such candidates attained the limit of 50 per cent worked as a hardship in the case of Brahmin candidates, orders were issued in June 1927 directing that, in departments in which the representation of backward communities had not reached the prescribed limit, 75 per cent of the vacancies available for direct recruitment should be reserved for candidates of backward communities and the remaining 25 per cent should be made available to members of all communities. It was also directed that, in departments in which the representation of backward communities had reached the prescribed limit, two-thirds of the number of vacancies available for direct recruitment should be reserved for candidates of such communities and one-third made available to members of all communities. These instructions were intended to be in force irrespective of the seven-year limit prescribed in the order of 1921. Instructions were also issued about the procedure to be adopted in cases in which no eligible candidates belonging to backward communities applied for vacancies advertised for such communities or having applied, declined or failed to take up the appointments. The main principle kept in view in such cases was that such vacancies should as far as possible be utilised for providing for members of backward communities and it was only when several attempts in this direction proved infructuous that they could be allowed to be disposed of otherwise and that too with the specific sanction of Government in each case.

13. Although there has been some improvement in the proportion of members of backward communities in the State Service for the past 10 years as a result of the steps taken by Government, it must be admitted that the results achieved so far have not been commensurate with the amount of thought and trouble devoted to the subject. This is perhaps because the attention of the Board has been confined mainly to appointments in the lower grades. The question of appointing a Staff Selection Board to see to the introduction of adequate representation of backward communities in the higher ministerial and gazetted ranks of the service was considered by Government in the early part of 1929 and it was decided that the question as to what measures were necessary to improve their representation may be examined by the Central Recruitment Board and definite proposals submitted to Government for orders. The Revenue Commissioner, who examined the question in respect of the Revenue Department, has expressed the opinion that, so far as the recuritment to the grade of Assistant Commissioners and Amildars is concerned, the existing system is well suited to promote the representation of backward communities and no change is called for in it. But he thinks the case is different in regard to important ministerial appointments in the Revenue Department such as those of District Sheristedars, Taluk Sheristedars, Head Accountants, Head Gumastas and so on. The Revenue Commissioner brings to notice that the proportion of members of backward communities holding these offices is exceedingly small. He considers that, unless there is some radical improvement in the methods of recruitment to these higher ministerial appointments, there is no likelihood of improving the efficiency of these offices or of increasing the representation of backward communities therein. He has therefore submitted a scheme for the appointment of Probationary Clerks so that they may, after the necessary training for a year or two, be able to fill the important ministerial appointments referred to above. The question is under the consideration of the Central Recruitment Board and the principles that may be found suitable for the Revenue Department could be applied, with necessary modifications, to other departments.

14. The question of regulating appointments in the University came up for consideration in the year 1928 and orders were passed in August of that year issuing definite instructions with regard to appointments in the tutorial staff of the University. It was agreed that the main consideration in all tutorial appointments should be the efficiency of teaching in the University and that such a consideration should be regarded as paramount. It was ordered at the same time that the University

should keep in view the desirability and importance of securing adequate representation of backward communities on its tutorial staff as far as may be with due regard to efficiency of teaching. All appointments of and above the grade of Assistant Professors were directed to be advertised direct by the University as heretofore, while those in vacancies below that grade were directed to be advertised through the Central Recruitment Board.

15. It having been observed that the composition of the tutorial staff of the University in March 1929 consisted of 233 members, of whom only 35 belonged to backward communities, the University Council sent up a Resolution to Government to the effect that, when candidates of all communities applied for a vacancy, the candidate of a backward community should be preferred to another of approximately equal qualifications. Orders approving of this Resolution were passed in April 1929.

16. As it was brought to notice that the representation of members of backward communities in the executive service of the Education Department was not adequate, orders were issued about the beginning of 1930 directing that the four officers belonging to backward communities who were acting as Assistant Inspectors be placed in the grade of Rs. 75—10—125 by a temporary addition of posts in the grade until they could be absorbed in vacancies then existing or that might occur later on.

17. Rules were issued in the years 1925 and 1927 to provide for the employment of Government officials to certain appointments under the Town and Minor Municipal Councils and the Bangalore City Municipal Council. But no rules had so far been issued under sections 186 (j) and 187 of the Municipal Regulation to regulate the appointment of persons who were not under Government employ. Orders were therefore issued in October 1930 making certain rules for determining the mode and conditions of appointing non-gazetted officers in the superior service of the Municipal Councils in the State. According to these Rules, all Municipal Councils in the State, including the two City Municipalities, are bound to conform to the Rules of Recruitment in making appointments on their establishment.

18. Appointments in the Secretariat were till recently outside the scope of Recruitment Rules. Orders were passed in December 1929 introducing these rules into the General and Revenue Secretariat and its associated offices. In order to increase the representation of backward communities in the Secretariat, it was also directed that, in all acting vacancies occurring in the Secretariat for the next two years, candidates of backward communities should be appointed if available. Action taken in this direction has enabled a good many qualified candidates of backward communities to get an opportunity of securing a footing in the Central Offices of Government, the number of such candidates so appointed being 14 since the passing of the order.

19. No report relating to increased representation of backward communities in the public service can be considered complete, if it has no reference to the action taken for the improvement of Adi-Karnatakas and Adi-Dravidas who come under the term Depressed Classes. Government have taken steps in several directions for promoting the moral and material welfare of these classes, such as, by the system of land grants, establishment of agricultural colonies, opening of separate Co-operative Societies, creation of special facilities for their education, etc. But for purposes of this report, it would perhaps be enough if attention was confined to the action taken for providing for the representation of members of these classes in the public service of the State. Several representatives of these classes repeatedly urged for special preference being shown to qualified candidates among them in the matter of securing appointments suited to their qualifications. Government viewed their prayer with sympathy and directed in an order passed in February 1922 that qualified candidates of such classes seeking employment in Government departments should be given the *first preference*. But as it was represented that these directions had given rise to divergent views as to the principle that should be adopted in selecting candidates belonging to depressed classes for appointment, a fresh order was issued in April 1929 giving clear instructions as to the extent to which preference should be shown to members of these classes in General Vacancies open to all classes as well as in Special Vacancies reserved for members of backward communities. There is reason to believe that these orders have enabled several candidates of Depressed Classes to secure appointments suited to their qualifications in various offices in the State.

20. The following table shows the precentage of Gazetted appointments of various grades held by members of Brahmin and Non-brahmin communities in the years 1918 and 1930:—

Salary	Community	1918	1929
250 to 450 ...	Non-Brahmin ...	30	24
	Brahmin ...	70	76
450 to 800 ...	Non-Brahmin ...	39	36
	Brahmin ...	61	64
800 and upwards ...	Non-Brahmin ...	45	38
	Brahmin ...	55	62

From the above, it will be seen that the percentage in respect of backward communities in the higher ranks of the service has not shown any improvement since 1918. This is more or less inevitable as the appointments in the higher ranks are regulated by the promotion of men already in service irrespective of the communities to which they belong. But the 50 per cent limit in respect of ministerial appointments coming within the purview of the Central Recruitment Board has been reached in 12 out of 72 offices in the year 1929-30. (*Vide* Appendix I).

21. A brief retrospect has been given in the preceding paragraphs of the progress achieved under the various items coming within the purview of the Central Recruitment Board. Mention may now be made of progress achieved in some other directions which, though not coming within the direct purview of the Board, have a material bearing on the advancement of the interests of backward communities in the State.—

(1) Facilities have been offered for the education of members of backward communities by the award of special scholarships.

(2) Some of the appointments to the Civil Service are made by the direct nomination of members of backward communities.

(3) The question of posting officers of backward communities to head quarter offices is steadily kept in view and given effect to whenever it is possible to do so in the exigencies of service.

(4) In making selections for appointment as Probationers in the Revenue and some other departments, special preference is shown to candidates of backward communities.

(5) Qualified officials of backward communities in the Revenue and other departments whose pay is not less than Rs. 50 are selected for inclusion in the Amildari Eligibility List and Government have accepted the principle that two out of three vacancies in the Amildari and Deputy Amildari service should be filled up by candidates of backward communities.

22. This report may now be concluded with the following brief summary of the main items of progress dwelt in detail in the foregoing paragraphs:—

(1) A policy was laid down in May 1921 that attempts should be made to increase the representation of backward communities in the public service so as to raise the proportion to 50 per cent of the total strength within seven years.

(2) A Central Recruitment Board was constituted to serve as a Vigilance Committee in respect of appointments made in the various departments of Government and to watch the progress made in increasing the representation of backward communities in the public service from time to time.

(3) Retrenchments effected in the year 1922 seriously affected the progress in this representation and certain special measures were ordered to be adopted to overcome the disadvantageous position brought about by the orders of retrenchment.

(4) A Sub-Committee of the Central Recruitment Board was formed in December 1925 to consider cases of exemption from the strict application of Rules.

(5) Orders were issued in June 1927 directing that ¾ths and in some cases ⅔rds of the number of vacancies available for direct recruitment should be reserved

for candidates of backward communities and the remaining vacancies made available to members of all communities. These instructions were to be in force even after the lapse of the seven-year limit prescribed in the order of 1921.

(6) The question of appointing Probationary Clerks for the Revenue Department is under consideration.

(7) The principles to be adopted with regard to appointments in the University have been defined.

(8) Four places in the grade of Rs. 75-10-125 were created in the Education Department for the appointment of members of backward communities as Assistant Inspectors of Education.

(9) Orders were issued in 1930 directing all Municipal Councils to conform to the Rules of Recruitment in making appointments on their establishment.

(10) The Rules of Recruitment were made applicable to the General and Revenue Secretariat and its associated offices in December 1929 and 14 members of backward communities have been appointed to the Secretariat since then.

(11) Provision has been made for preference being shown to members of Depressed Classes in the matter of getting appointments in the public service.

(12) Action has been taken in several other directions for promoting the advancement of the interests of backward communities, such as, by the award of scholarships, appointments to the Civil Service and as Probationers in the Revenue and some other departments, posting to head-quarter offices, inclusion in the Amildari Eligibility List and preference in being sent out as Amildars and Deputy Amildars.

I have the honor to be,
Sir,
Your most obedient servant,
D. C. SUBBARAYAPPA,
Secretary, Central Recruitment Board.

APPENDIX I.

Statement showing the number and percentage of Brahmins and Non-Brahmins in the various unit offices for the year ending 30th June 1930.

Serial No.	Unit Offices	Ministerial					Executive				
		Number of		Total	Percentage of		Number of		Total	Percentage of	
		Brahmins	Non-Brahmins		Brahmins	Non-Brahmins	Brahmins	Non-Brahmins		Brahmins	Non-Brahmins
1	General and Revenue Secretariat and associated offices.	138	79	217	63	37	...	...	...	...	...
2	Comptroller to Government ...	250	124	374	66	34	...	...	...	...	...
3	Secretary, Mysore State Life Insurance Committee.	30	32	62	48	52	...	...	...	...	...
4	Superintendent, Revenue Survey	102	22	124	82	18	228	67	295	77	23
5	Revenue Commissioner ...	17	12	29	59	41	...	...	...	...	...
6	Deputy Commisioner, Mysore ..	257	89	346	74	26	56	36	92	61	39
7	Do Bangalore.	170	64	234	70	30	46	42	88	52	48
8	Do Kolar ...	182	98	280	65	35	33	53	86	38	62
9	Do Hassan ...	162	75	237	77	23	58	73	131	46	54
10	Do Kadur ...	111	51	162	69	31	29	11	40	73	27
11	Do Shimoga ...	122	70	192	63	37	24	24	48	49	51
12	Do Tumkur ...	175	92	267	65	34	49	76	124	39	61
13	Do Chitaldrug.	109	57	166	66	34	16	15	31	52	48
14	Muzrai Commissioner ...	10	7	17	59	41	4	...	4	100	...
15	Registrar, High Court ...	253	179	437	59	41	80	85	165	48	52
16	Government Advocate ...	2	...	2	100	...	...	...	...	...	...
17	Registrar, Mysore University ...	75	34	109	68	32	206	61	267	77	23
18	Director of Public Instruction ...	305	82	387	79	21	4,887	5,093	9,980	49	51
19	Inspector-General of Police ...	14	9	23	61	39	373	545	918	41	59
20	Senior Surgeon in Mysore ...	25	42	67	36	64	249	623	872	29	71
21	Inspector-General of Prisons ...	12	6	18	67	33	4	35	39	10	90
22	Director of Health ...	5	16	21	24	76	19	22	41	46	54
23	Chief Conservator of Forests ...	134	46	180	75	25	119	98	217	55	45
24	Excise Commissioner ...	122	61	183	66	34	87	125	212	41	59
25	Inspector-General of Registration	220	86	303	71	29	...	...	...	...	...
26	Registrar of Joint-stock-Companies.	4	...	4	100	...	...	...	...	...	...
27	Commissioner of Income-tax ...	37	16	53	70	30	2	1	3	67	33
28	Commissioner of Stamps ...	9	11	20	45	55	...	...	...	...	...
29	Director of Industries and Commerce.	64	28	92	64	36	90	150	240	38	62
30	Director of Sandal Oil Factories	16	1	17	94	6	18	8	26	69	31
31	Superintendent, Government Gardens.	7	7	14	46	54	7	10	17	41	59
32	Director of Horticulture ...										
33	Superintendent, Government Museum.	2	2	4	50	50	...	1	1	...	100
34	Director of Agriculture ...	72	36	108	67	33	204	201	405	50	50
35	Registrar of Co-operative Societies.	18	11	29	62	38	26	17	43	60	40

APPENDIX I:—*concld.*

Serial No.	Unit Offices	Ministerial					Executive				
		Number of		Total	Percentage of		Number of		Total	Percentage of	
		Brahmins	Non-Brahmins		Brahmins	Non-Brahmins	Brahmins	Non-Brahmins		Brahmins	Non-Brahmins
36	Chief Commandant, Mysore State Troops.	47	19	66	71	29	3	6	9	33	67
37	Chief Electrical Engineer ...	97	80	177	55	45	95	77	172	55	45
38	Chief Inspector of Mines ...	2	2	4	50	50	...	1	1	...	100
39	Director of Geology ...	7	4	11	64	36	4	2	6	66	34
40	Superintendent, Government Printing.	41	104	145	28	72	...	...	...	...	...
41	Superintendent, of Stationery ...	6	3	9	67	33	...	...	...	...	...
42	Chief Engineer, K. R. S. Works.	46	48	94	49	51	124	24	148	84	16
43	Chief Engineer in Mysore ...	47	41	88	53	47	19	13	32	59	41
44	Superintending Engineer, Mysore Circle.	86	45	131	66	34	126	64	190	67	33
45	Do Shimoga do	77	31	108	71	29	120	21	141	83	17
46	Secretary to Government' Mysore Railways.	3	3	6	50	50	...	...	...	...	...
47	Agent, Mysore Railways ...	10	8	18	51	49	...	...	...	...	...
48	Auditor, do ...	89	33	122	73	27	1	2	3	33	67
49	Engineer-in-Chief, do ...	32	16	48	67	33	28	7	35	76	24
50	Chief Store-keeper, do ..	13	2	15	87	13	10	3	13	77	23
51	Traffic Manager, do ...	31	9	40	78	22	249	100	349	71	29
52	Loco and Carriage Superintendent.	23	11	34	68	32	7	8	15	44	56
53	Meteorological Reporter ...	5	4	9	56	44	...	...	...	...	...
54	President, Sanitary Board, Kolar Gold Fields.	4	2	6	67	33	6	10	16	38	62
55	President, District Board, Mysore	6	2	8	71	29	13	18	31	42	58
56	Do Bangalore..	5	2	7	71	29	6	22	28	21	79
57	Do Kolar ...	6	...	6	100	...	9	13	22	41	59
58	Do Hassan ...	5	1	6	83	17	1	...	1	100	...
59	Do Kadur ...	5	1	6	83	17	4	11	15	27	73
60	Do Shimoga ...	4	3	7	57	43	4	6	10	40	60
61	Do Tumkur ...	3	3	6	50	50	9	17	26	35	65
62	Do Chitaldrug.	4	2	6	67	33	10	9	19	53	47
63	President, City Municipal Council Bangalore.	42	14	56	75	25	68	96	164	40	60
64	Do Mysore ...	33	4	37	89	11	45	65	110	41	59
65	President, Town Municipal Council, Hassan.	8	1	9	89	11	1	7	8	12	88
66	Do Chikmaglur.	3	1	4	75	25	2	4	6	33	67
67	Do Sagar... ...	1	2	3	33	67	1	...	1	100	...
68	Do Tumkur ...	5	1	6	83	17	3	3	6	50	50
69	Do Tiptur ...	...	...	...	...	...	...	...	...	...	...
70	Do Anekal ...	...	...	...	...	...	...	...	...	...	...
71	Do Dodballapur.	1	...	1	100	...	...	1	1	...	100
72	Do Malur ...	1	...	1	100	...	...	1	1	...	100
	Total ...	4,054	2,029	6,083	67%	33%	7,891	8,033	1,5964	49%	51%

Statement showing the number of persons of various communi

Serial No.	Unit Offices	Ministerial															
		Brahmins	Bedars	Yadavas	Kshatriyas	Kurubas	Lingayets	Mudaliars	Naidus.	Vaisyas	Telugu Banajigas	Vokkaligas	Other caste Hindus	Jains	Mohamadens	Indian Christians	Other communities
1	General and Revenue Secretariat and associated offices.	138	...	...	5	4	7	11	7	1	5	3	7	...	15	12	..
2	Comptroller to Government ...	250	...	1	4	...	4	19	11	8	4	8	18	3	18	11	...
3	Secretary, Mysore State Life Insurance Committee.	30	...	...	...	1	3	4	...	2	1	3	12	...	3	3	...
4	Superintendent, Revenue Survey ...	102	...	1	4	...	3	...	...	...	1	8	4	...	...	1	...
5	Revenue Commissioner ...	17	...	...	...	...	3	...	...	2	1	...	2	...	3	...	...
6	The Deputy Commissioner, Mysore ...	257	1	...	9	2	15	...	2	...	1	12	18	7	7	4	...
7	Do Bangalore ...	170	...	3	6	1	4	...	3	3	5	10	5	3	18	1	
8	Do Kolar ...	182	...	1	6	7	3	4	5	6	6	6	12	1	36	2	...
9	Do Hassan ...	182	...	...	4	1	4	...	...	4	1	15	10	3	11	2	...
10	Do Kadur ...	111	...	...	1	...	19	3	1	5	1	4	6	1	10	6	...
11	Do Shimoga ...	122	...	3	5	6	11	2	2	...	...	2	27	1	4	4	...
12	Do Tumkur ...	175	3	2	6	4	17	3	...	1	1	4	21	5	13	5	...
13	Do Chitaldrug ...	109	1	2	7	4	13	...	1	6	...	...	8	...	12	1	...
14	Muzrai Commissioner ...	19	...	...	...	...	1	..	...	...	1	1	2	...	...	2	
15	Registrar, High Court ...	258	...	...	16	12	31	7	3	6	16	13	30	6	21	6	
16	Government Advocate ...	2	...	...	...	...	...	...	...	...	...	...	...	...	...	...	
17	Registrar, Mysore University ...	75	...	...	2	...	5	2	2	2	1	2	11	1	2	4	
18	The Director of Public Instruction ...	305	2	1	2	...	11	4	3	5	2	7	11	3	17	6	
19	Inspector General of Police ...	11	...	...	...	...	...	2	...	1	2	...	...	1	1	2	
20	Senior Surgeon in Mysore ...	25	..	1	4	1	3	6	4	3	3	2	2	...	6	6	
21	Inspector General of Prisons ...	12	...	...	...	...	...	3	...	...	1	...	...	...	2	...	
22	Director of Health ...	5	...	...	3	...	2	2	5	...	...	...	...	...	2	2	
23	Chief Conservator of Forests ...	134	...	1	6	3	4	2	4	2	...	2	6	...	6	8	
24	Excise Commissioner ...	122	...	3	3	3	4	2	2	2	1	5	9	...	18	7	
25	Inspector-General of Registration ...	229	2	2	9	3	19	3	3	4	1	6	14	1	16	3	
26	Registrar of Joint-stock Companies ...	4	...	...	...	...	...	...	...	...	...	...	...	...	...	...	
27	Commissioner of Income-tax ...	37	...	...	...	...	2	1	5	...	...	1	1	...	5	1	
28	Commissioner of Stamps ...	9	...	1	1	1	1	1	1	1	...	1	1	1	...	1	
29	Director of Industries and Commerce ...	64	...	1	2	...	4	4	1	2	...	...	3	...	8	4	
30	Director of Sandal Oil Factories ...	16	...	...	...	...	...	...	1	...	...	...	..	...	...	...	..
31	Superintendent, Government Gardens ...	7	...	1	1	1	...	1	1	...	...	...	1	...	...	1	..
32	Director of Horticulture ...																
33	Superintendent, Government Museum ...	2	...	...	...	...	...	1	...	...	...	...	1	...	...	...	..
34	Director of Agriculture ...	72	...	...	3	...	3	1	1	1	...	6	10	...	8	3	..
35	Registrar of Co-operative Societies ...	13	...	...	1	...	3	...	...	...	...	2	3	...	1	1	..
36	Chief Commandant, Mysore State Troops.	47	...	...	3	...	4	4	...	...	...	...	1	...	5	2	..
37	Chief Electrical Engineer ...	97	...	2	6	4	5	19	6	3	..	4	11	...	7	13	..
38	Chief Inspector of Mines ...	2	...	...	...	...	...	2	...	...	...	...	..	...	...	...	..
39	Director of Geology ...	7	...	...	...	...	...	...	1	...	...	...	2	...	...	1	..
40	Superintendent, Government Printing ...	41	...	5	4	6	6	10	3	2	5	12	37	...	6	7	..
41	Superintendent of Stationery ...	6	...	...	...	...	...	1	...	...	...	...	1	...	...	...	..
42	Chief Engineer Krishna Raja Sagara Works.	46	...	1	2	1	5	12	7	2	1	2	6	2	...	6	..
43	Chief Engineer of Mysore ...	47	...	...	...	1	2	13	12	...	4	3	2	...	2	1	..

II.

es in the several unit offices for the year ending 30th June 1930.

			Executive																		
Depressed Classes	Anglo-Indians and Europeans	Total	Brahmins	Bedars	Yadavas	Kshatriyas	Kurubas	Lingayets	Mudaliars	Naidus	Vaisyas	Telugu Banajigas	Vokkaligas	Other caste Hindus	Jains	Mohammedans	Indian Christians	Other Communities	Depressed Classes	Anglo-Indians and Europeans	Total
2	...	217	...	..	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
19	1	374	...	...	...	...	...	...	...	...	..	...	...	...	...	..	..	...	...	..	...
...	...	62	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	...	124	228	...	...	1	5	21	...	2	4	1	7	17	4	2	3	...	...	...	295
...	1	29	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
11	...	316	56	...	...	3	...	3	1	3	...	...	4	7	2	12	1	...	...	...	92
1	...	254	46	...	...	1	...	8	1	3	...	...	5	5	...	15	3	..	...	1	88
3	...	250	33	1	...	4	1	3	2	1	2	8	2	3	1	24	1	...	...	...	86
...	...	237	58	...	...	5	3	6	...	1	2	5	10	13	...	26	2	...	...	...	131
3	...	162	29	...	...	...	...	4	...	...	1	...	2	...	...	4	...	...	...	...	40
3	...	192	24	...	...	2	...	6	1	1	2	..	...	2	...	6	4	...	...	...	48
2	..	267	48	...	5	2	...	11	2	...	3	2	11	15	3	20	2	...	...	...	124
...	...	166	16	...	...	...	...	5	1	...	...	...	...	3	1	5	...	...	...	..	81
...	...	17	4	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	4
3	...	437	80	3	2	2	15	4	2	1	...	4	16	14	1	20	1	...	...	...	165
...	...	2	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	...	109	206	...	...	...	...	4	8	2	2	8	2	8	...	11	20	1	...	...	257
6	...	987	4,887	84	17	92	118	1,285	22	20	53	163	553	785	52	1,431	113	1	304	...	9,980
...	...	23	373	8	4	34	21	29	9	18	1	20	53	103	4	208	18	...	11	4	918
1	...	67	249	4	2	20	16	11	57	24	4	12	21	57	3	50	236	...	4	43	872
...	...	18	4	...	...	5	...	1	1	1	...	2	2	5	...	6	4	2	4	2	39
...	...	21	19	...	...	3	...	...	3	1	...	1	3	1	...	1	9	...	...	...	41
2	...	180	119	...	2	16	1	6	3	6	...	2	19	2	...	33	6	...	2	...	217
2	...	183	87	1	2	17	1	3	4	5	1	3	9	13	...	51	9	...	3	...	212
2	...	308	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	...	4	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	..	53	2	...	...	...	...	1	...	...	...	...	...	...	...	...	...	...	...	...	3
...	...	20	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	2	92	90	...	1	7	...	2	4	20	8	...	19	31	...	22	17	8	9	2	210
...	...	17	18	...	...	1	...	...	2	1	...	...	3	...	...	1	...	...	...	...	26
...	...	14	7	...	...	...	...	1	...	2	1	...	1	4	...	...	1	...	...	...	17
...	...	4	...	...	...	...	...	...	1	...	...	...	...	...	...	...	..	...	...	...	1
...	...	198	204	...	...	25	3	12	8	5	3	9	23	26	1	63	17	...	6	...	405
...	...	29	26	2	1	2	...	3	...	...	2	...	2	2	...	2	1	...	...	...	43
...	...	66	3	...	...	...	...	...	1	...	...	...	...	...	...	5	...	...	...	...	9
...	...	177	95	...	...	4	...	4	9	10	3	1	5	6	2	6	9	2	...	17	172
...	...	4	...	...	...	1	...	...	...	...	...	...	...	...	...	...	...	...	...	...	1
...	...	11	4	...	...	...	...	...	...	...	...	...	1	...	...	...	1	...	...	...	6
...	1	145	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
1	...	9	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
1	...	94	124	..	...	4	...	1	5	2	1	...	1	5	...	5	...	...	...	...	148
1	...	88	19	...	...	...	...	...	4	1	...	...	2	1	...	3	1	...	1	...	32

Serial No.	Unit Offices	Ministerial														
		Brahmins	Bedars	Yadavas	Kshatriyas	Kurubas	Lingayets	Mudaliars	Naidus	Vaisyas	Telugu Banajigas	Vokkaligas	Other caste Hindus	Jains	Mahomedans	Christians
44	Superintending Engineer, Mysore Circle ...	86	1	...	2	...	3	12	8	1	2	3	4	...	3	
45	Do Shimoga Circle ...	77	...	...	2	...	5	10	4	1	...	1	2	1	3	
46	Secretary to Government, Mysore Railways.	3	...	...	...	...	2	...	...	...	...	...	...	...	1	
47	Agent, do ...	10	...	...	...	1	...	2	...	1	..	1	...	...	2	
48	Auditor, do ...	89	...	1	3	...	2	11	4	2	...	..	7	...	...	
49	Engineer-in-Chief, do ...	32	...	...	1	...	1	4	1	1	...	1	3	...	...	
50	The Chief Store Keeper, do ...	13	...	...	...	...	...	1	...	...	...	...	...	1	...	
51	Traffic Manager, do ...	31	...	...	...	...	1	1	1	...	...	2	1	.	2	
52	Loco and Carriage Supt., do ...	23	...	...	1	...	1	4	3	...	...	2	...	...	...	
53	Meteorological Reporter ...	5	...	...	...	...	...	1	1	...	1	...	1	...	...	
54	President, Sanitary Board, Kolar Gold Fields.	4	...	...	...	...	...	...	...	...	...	...	1	...	1	
55	President, District Board, Mysore ...	6	...	...	...	...	...	...	...	1	...	...	1	...	...	
56	Do Bangalore ...	5	...	...	...	...	...	...	...	...	...	...	...	...	2	
57	Do Kolar ...	6	...	...	...	...	...	...	...	...	...	...	...	...	...	
58	Do Hassan ...	5	...	...	...	...	...	...	...	...	...	...	...	...	1	
59	Do Kadur ...	6	...	...	...	...	...	...	...	1	...	...	...	...	...	
60	Do Shimoga ...	4	...	...	...	1	...	...	...	...	..	...	1	...	...	
61	Do Tumkur ...	3	...	...	...	...	...	...	...	...	...	...	1	..	...	
62	Do Chitaldrug ...	4	...	...	...	...	...	...	...	...	...	...	...	1	1	
63	President, City Municipal Council, Bangalore	42	...	1	1	...	4	...	1	3	...	2	1	...	...	
64	Do Mysore ...	33	...	...	...	...	1	...	...	...	...	1	1	...	1	
65	President Town Municipal Council Hassan	8	...	...	...	...	...	...	...	...	...	1	...	...	...	
66	Do Chickmagalur	3	...	...	...	...	...	...	..	...	1	...	...	...	...	
67	Do Sagar ...	1	...	...	1	...	...	...	...	...	...	...	1	...	...	
68	Do Tumkur ...	3	...	...	...	...	...	...	...	...	...	...	1	...	...	
69	Do Tiptur ..	...	...	...	...	...	...	...	...	...	...	...	...	...	...	
70	Do Anekal ...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	
71	Do Dodballapur ...	1	...	...	..	...	...	...	...	..	...	...	...	...	...	
72	Do Malur ...	1	...	..	...	...	...	...	...	...	...	...	...	...	...	
	Grand Total ...	4,954	10	34	136	68	252	195	120	87	69	164	336	42	303	

SUMMARY.

Communities	Ministerial		Executive		Gran tota
	No.	Per cent	No.	Per cent	
1. Brahmins	4,054	66·66	7,881	49·37	11,9
2. Bedars	10	·16	107	·66	1
3. Yadavas	34	·56	42	·26	
4. Kshatriyas	136	2·22	271	1·68	4
5. Kurubas	68	1·12	192	1·20	2
6. Lingayets	232	3·81	1,472	9·22	1,7
7. Mudaliars	195	3·21	212	1·32	4
8. Naidus	120	1·97	162	1·01	2
9. Vaisyas	87	1·43	101	·63	1
10. Telugu Banajigars	69	1·13	252	1·57	3
11. Vokkaligas	164	2·70	802	5·01	9
12. Other caste Hindus	336	5·52	1,197	7·48	1,5
13. Jains	42	·69	75	·46	1
14. Mahomedans	303	4·98	2,162	13·66	2,4
15. Christians	156	2·57	591	3·70	7
16. Other communities	5	·08	24	·15	
17. Depressed Classes	67	1·11	349	2·17	4
18. Anglo-Indians and Europeans ...	5	·08	72	·45	
Total ...	6,083	100	15,964	100	22,0

Executive																								
Brahmins	Bedars	Yadavas	Kshatriyas	Kurubas	Lingayets	Mudaliars	Naidus	Vaisyas	Telugu Banajigas	Vokkaligas	Other caste Hindus	Jains	Mohamedans	Christians	Other communities	Depressed Classes	Anglo-Indians and Europeans	Total
126	1	...	2	...	5	25	4	1	4	3	7	...	6	5	...	...	...	190
120	...	...	1	...	2	6	1	...	...	1	1	...	5	3	...	...	1	141
...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	..	...
...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
1	...	...	...	...	...	...	1	...	...	...	...	...	...	1	...	...	...	3
23	...	...	1	...	...	2	1	...	...	...	1	...	1	1	...	...	...	35
10	...	...	...	...	...	2	...	...	...	...	...	...	...	1	...	...	...	13
213	...	...	2	...	4	9	12	3	8	4	17	1	27	18	...	...	...	349
7	...	...	...	...	...	4	1	...	...	1	1	...	...	...	...	...	1	15
...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
6	...	...	...	...	1	...	1	...	1	...	1	...	5	1	...	...	...	16
13	...	1	...	...	...	...	2	...	...	...	12	...	2	1	...	...	...	31
6	...	...	...	1	...	2	1	...	1	1	2	...	12	2	...	...	...	28
9	...	...	...	...	...	...	...	...	...	...	2	...	11	...	...	...	...	22
1	...	...	...	...	...	..	..	...	...	...	...	...	...	...	...	...	...	1
...	...	...	...	...	2	1	...	...	1	...	...	...	4	8	...	...	...	15
...	...	...	...	...	...	...	...	...	1	...	...	...	4	1	...	...	...	10
4	...	...	...	...	3	...	...	...	1	4	2	...	4	1	...	...	...	26
9	...	...	...	...	...	...	...	...	...	...	...	...	6	1	...	...	...	19
10	...	...	1	...	2	...	...	...	...	...	...	...	...	...	...	...	...	...
68	1	2	5	3	7	9	5	1	3	5	18	...	16	7	10	4	...	164
45	1	2	5	4	8	...	3	1	1	6	4	...	22	6	...	1	1	110
...	...	...	...	...	1	...	...	1	...	...	...	...	4	1	...	...	...	8
1	...	...	...	...	1	...	...	1	...	1	...	...	...	...	...	...	...	6
2	...	...	1	...	1	...	...	...	...	...	...	...	...	...	...	...	...	1
1	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	6
3	...	...	1	...	1	...	...	...	...	...	1	...	...	...	...	...	...	...
...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	1
...	...	...	...	...	1	...	...	...	...	...	...	...	...	...	...	...	...	1
7,881	107	42	271	192	1,472	212	162	101	252	802	1,197	75	2,162	591	24	349	72	15,964

Communities	Ministerial		Execution		Total	Percentage in total
	Number	Per cent	Number	Per cent		
Brahmins ..	4,054	67%	7,881	49%	11,935	54%
Non-Brahmins ..	2,029	33%	8,083	51%	10,112	46%
Total ..	6,083	100%	15,964	100%	22,047	100%

APPENDIX III.

Comparative Statement showing the number of Gazetted appointments held by different communities during the years 1918 and 1930.

Serial No.	Communities	Appointments carrying a salary of							
		250—450		450—800		Rs. 800 and upwards		Total	
		1918	1930	1918	1930	1918	1930	1918	1930
1	Brahmins	150	180	49	107	41	53	240	340
2	Bedars	...	...	...	...	...	...	...	...
3	Yadavas	...	...	...	...	...	...	...	...
4	Kshatrias	5	10	1	4	4	...	10	14
5	Kurubas	...	1	...	...	...	...	...	1
6	Lingayets	5	8	2	6	...	2	7	16
7	Mudaliars	6	5	1	9	1	...	8	14
8	Naidus	4	4	2	3	...	...	6	7
9	Vaisyas	...	1	1	1	...	...	1	2
10	Telugu Banajigas	1	...	...	...	...	...	1	...
11	Vokkaligas	3	3	...	2	1	2	4	7
12	Other Caste Hindus	3	...	6	4	1	3	10	7
13	Jains	...	...	1	...	...	...	1	...
14	Mahomedans	13	13	...	9	3	5	16	27
15	Christians	5	4	5	9	5	4	15	17
16	Other Communities	2	...	6	2	2	2	10	4
17	Depressed classes	...	...	...	...	...	...	...	...
18	Anglo Indians and Europeans ...	17	8	7	10	17	14	41	32
	Total ...	214	237	81	166	75	85	370	488

SUMMARY.

Salary	Community	1918		1930	
		Number	Per cent	Number	Per cent
Rs. 250 to 450 ...	Non-Brahmins ...	64	30	57	24
	Brahmins ...	150	70	180	76
Rs. 450 to 800 ...	Non-Brahmins ...	32	39	59	36
	Brahmins ...	49	61	107	64
Rs. 800 and upwards ...	Non-Brahmins ...	34	45	32	38
	Brahmins ...	41	55	53	62

APPENDIX IV.

Statement showing the **percentage** of Non-Brahmins in various Departments during the 8 years from 1922 to 1929.

Serial No.	Department	Ministerial								Executive							
		1922	1923	1924	1925	1926	1927	1928	1929	1922	1923	1924	1925	1926	1927	1928	1929
1	General and Revenue Secretariat and associated offices	25	25	30	30	32	31	33	37	...	...	...	...	...	...	...	...
2	Comptroller's Office ...	18	19	22	23	23	29	31	34	...	...	...	...	...	...	...	...
3	Life Insurance Department ...	40	40	53	42	...	51	56	52	...	...	...	...	...	...	...	...
4	Revenue Survey Department ...	24	15	14	14	...	15	13	18	4	4	4	4	...	2	4	23
5	Revenue Department ...	18	19	19	19	24	28	29	31	34	40	40	40	40	43	49	52
6	Muzrai Department ...	...	...	...	...	...	20	35	41	...	...	...	...	...	...	...	...
7	Judicial Department ...	25	30	31	46	47	39	39	41	46	47	49	49	51	48	50	52
8	University ...	...	...	...	...	...	20	29	32	...	...	...	...	...	21	17	23
9	Education Department ...	13	17	18	14	18	22	21	21	34	35	37	44	46	48	51	51
10	Police Department ...	16	19	24	24	24	48	45	39	58	56	55	58	58	60	59	59
11	Medical Department ...	75	62	72	80	80	64	65	66	77	75	68	70	68	68	70	71
12	Prisons Department ...	18	39	25	25	...	29	41	33	91	96	79	82	...	90	90	90
13	Forest Department ...	18	19	18	20	22	25	29	25	41	35	33	37	34	44	44	45
14	Excise Department ...	20	22	29	29	29	39	32	34	51	51	49	55	51	50	57	59
15	Registration Department ...	5	18	17	17	...	27	28	29	...	...	...	...	...	...	...	...
16	Joint Stock Companies ...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
17	Income-tax Department ...	20	21	29	27	...	30	32	30	17	17	17	20	...	33	33	33
18	Stamp Department ...	50	50	60	67	...	61	53	55	...	...	...	...	...	...	...	...
19	Industries and Commerce Department.	19	28	20	40	...	27	33	36	63	60	50	53	...	60	58	62
20	Sandal Oil Factory ...	...	...	...	...	...	6	6	6	...	...	...	...	...	33	30	31
21	Horticulture ...	30	30	43	43	...	48	50	54	56	56	30	30	...	61	62	59
22	Museum ...	60	60	60	60	...	43	50	50	...	...	...	...	...	...	...	...
23	Agricultural Department ...	28	27	24	28	28	32	30	33	40	40	37	37	41	47	46	50
24	Co-operative Department ...	25	23	28	28	...	28	21	38	24	19	20	17	...	31	27	40
25	Military Department ...	26	26	22	...	...	28	33	29	33	20	...	...	...	75	57	67
26	Electrical Department ...	32	40	34	34	...	41	42	45	40	42	38	39	...	47	58	45
27	Mines and Geology ...	31	50	36	55	...	43	40	40	33	50	...	...	...	50	20	43
28	Printing Department ...	65	66	66	66	...	70	68	72	...	...	...	...	...	...	...	...
29	Stationery Department ...	50	50	68	60	...	...	33	33	...	...	...	...	...	...	...	...
30	Public Works Department ...	30	30	26	24	...	34	36	39	24	22	24	23	...	24	24	23
31	Railway Department ...	27	30	29	32	...	28	28	29	29	28	23	22	...	...	27	29
32	Meteorological Reporter ...	...	...	...	...	...	38	37	44	...	...	...	...	...	...	...	...
33	Sanitary Board, Kolar Gold Fields.	...	...	...	...	...	33	20	33	...	...	...	...	...	59	59	62
34	Local Boards ...	20	16	19	24	...	26	30	29	58	62	57	57	...	62	68	63
35	Municipalities ...	24	31	28	30	...	19	21	24	52	55	44	47	...	50	58	68

No. 3664—C.R.B.

OFFICE OF THE
CENTRAL RECRUITMENT BOARD,
Bangalore, dated 10th February 1931.

FROM

D. C. SUBBARAYAPPA, ESQ., B.A., B.L.,
Secretary, Central Recruitment Board,
Bangalore.

To

N. MADHAVA RAO, ESQ., B.A., B.L.,
Chief Secretary to the Government
of His Highness the Maharaja of Mysore,
Bangalore.

SIR,

I am directed to submit herewith a Report on the progress achieved in the matter of the appointment of members of backward communities to the public service in Mysore from 1921 to 1930.

2. It is nearly a decade since Government accorded sanction to a definite policy in respect of the encouragement to be shown to members of backward communities for entry into the public service in Mysore. Reports as to the progress achieved in carrying out this policy have been published from time to time and Government have more than once taken note of the defects brought to light and directed the adoption of remedial measures for their removal. It is now proposed to take stock of the progress achieved so far and submit a consolidated report on the subject.

3. In 1921, while passing orders on the recommendations of a Committee constituted under the chairmanship of the late Sir Leslie Miller, Government directed that attempts should be made to increase the representation of backward communities in the public service in Mysore so as to raise the proportion of members of such communities in all head-quarter and district offices of all departments gradually to 50 per cent of the total strength (exclusive of those in inferior service) within seven years.

4. With this object in view, they issued instructions to all officers authorised to make appointments in the public service that preference should be given to candidates of backward communities in respect of initial appointments provided they possessed the prescribed minimum qualification, even though they may be less qualified than other candidates. Certain other concessions were also granted, the principal among them being the following :—

(1) In respect of candidates of backward communities, the maximum age for entry into service was raised from 25 to 28 years.

(2) To enable backward communities to take advantage of the opportunities afforded for entry into public service, special facilities were offered in the shape of scholarships to members of such communities.

(3) The minimum qualifications required for the various grades of appointments were revised.

(4) While it was considered undesirable to abolish competitive examinations for direct recruitment to the higher ranks of the service, it was laid down as a policy that an adequate number of candidates from among backward communities should be selected by nomination on each occasion of recruitment by competition.

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Final proof on Monday 23-2-31

(5) In view of the desirability of posting an increasing number of officers belonging to backward communities to the head-quarter offices, Government agreed to consider specially the claims of officers belonging to such communities in filling up appointments at head-quarters.

5. To ensure that the intention of Government was given effect to by appointing officers, Government directed the constitution of a Central Recruitment Board with one of the Members of Council as Chairman, three Heads of Departments and the Chief Secretary to Government as official members, three representatives of the principal backward communities in the State as non-official members and one of the Assistant Secretaries to Government as Secretary. The Board had no power of direct appointment, but had to act as a Vigilance Committee. It was charged with the responsibility of obtaining statistics of recruitment during each official year and reviewing the progress made in increasing the representation of different communities in the public service.

6. The Board had functioned for scarcely a year when it was found that the conditions created by retrenchments effected in the year 1922 seriously affected the progress in the recruitment of candidates of backward communities in the public service. As many as 574 posts were abolished as a result of these retrenchments and officials who were thrown out of employment were ordered to be given preference over new candidates including those belonging to backward communities.

7. As the progress in re-absorbing discharged officials was necessarily slow owing to paucity of vacancies, there was also a corresponding retardation in giving effect to the policy of Government enunciated in the order passed on the report of the Miller Committee.

8. Government therefore thought it desirable in an order passed in January 1923 to direct the adoption of the following special measures to overcome the disadvantageous position brought about by the orders of retrenchment referred to above:—

(1) It was directed that some vacancies should be created in the clerical and subordinate executive services up to and inclusive of the grade of Amildars by retiring some officials who had completed the qualifying service required for earning a pension equal to half their pay even though they had not reached the age of superannuation.

(2) With a view to facilitate direct recruitment to the different grades of the subordinate executive services, three Probationerships were ordered to be created temporarily in each department for each grade of executive service, two of these appointments at least being recruited by members of backward communities.

(3) As the constitution of the Central Recruitment Board was of too limited a character, the President of the Board was requested to invite the Heads of all major departments to the meetings of the Board when the quarterly returns were reviewed so that those officers and the members of the Board may have a common discussion of the progress of recruitment work during the quarter, review the results achieved, and in the light of the difficulties experienced, suggest modifications in the rules and procedure for securing better results.

9. In the year 1925, in view of the large number of applications for the grant of exemptions from possessing the prescribed general educational qualifications for being appointed to vacancies and of cases of irregular appointments made in contravention of the Rules of Recruitment coming up for disposal, Government considered it desirable to order the formation of a Sub-Committee of the Central Recruitment Board with the Revenue Commissioner as Chairman and three non-official gentlemen as Members to consider such cases and facilitate their disposal.

10. In order to provide further facilities for the entry of new recruits possessing general educational qualifications, but not qualifications in departmental tests in appointments for which such tests have been prescribed, it was ordered in October 1923 that candidates possessing the general educational qualifications prescribed for such appointments should be entertained on probation subject to their being confirmed in their posts on passing the prescribed departmental test or tests within a period of two years. Provision was also made for the training of such candidates for a period of three months.

11. The purely technical appointments in the Railway Department as well as in the Government Press were ordered to be taken outside the scope of the Central Recruitment Board as it was represented that technical knowledge and training were of greater importance in such cases than mere academical qualifications.

12. As it was brought to the notice of Government that the Rule passed in the year 1921 to the effect that appointing officers should invariably give preference to candidates of backward communities in making initial appointments until the proportion of such candidates attained the limit of 50 per cent worked as a hardship in the case of Brahmin candidates, orders were issued in June 1927 directing that, in deparments in which the representation of backward communities had not reached the prescribed limit, 75 per cent of the vacancies available for direct recrutment should be reserved for candidates of backward communities and the remaining 25 per cent should be made available to members of all communities. It was also directed that, in departments in which the representation of backward communities had reached the prescribed limit, two-thirds of the number of vacancies available for direct recruitment should be reserved for candidates of such communities and one-third made available to members of all communities. These instructions were intended to be in force irrespective of the seven-year limit prescribed in the order of 1921. Instructions were also issued about the procedure to be adopted in cases in which no eligible candidates belonging to backward communities applied for vacancies advertised for such communities or having applied, declined or failed to take up the appointments. The main principle kept in view in such cases was that such vacancies should as far as possible be utilised for providing for members of backward communities and it was only when several attempts in this direction proved infructuous that they could be allowed to be disposed of otherwise and that too with the specific sanction of Government in each case.

13. Although there has been some improvement in the proportion of members of backward communities in the State Service for the past 10 years as a result of the steps taken by Government, it must be admitted that the results achieved so far have not been commensurate with the amount of thought and trouble devoted to the subject. This is perhaps because the attention of the Board has been confined mainly to appointments in the lower grades. The question of appointing a Staff Selection Board to see to the introduction of adequate representation of backward communities in the higher ministerial and gazetted ranks of the service was considered by Government in the early part of 1929 and it was decided that the question as to what measures were necessary to improve their representation may be examined by the Central Recruitment Board and definite proposals submitted to Government for orders. The Revenue Commissioner, who examined the question in respect of the Revenue Department, has expressed the opinion that, so far as the recruitment to the grade of Assistant Commissioners and Amildars is concerned, the existing system is well suited to promote the representation of backward communities and no change is called for in it. But he thinks the case is different in regard to important ministerial appointments in the Revenue Department such as those of District Sheristedars, Taluk Sheristedars, Head Accountants, Head Gumastas and so on. The Revenue Commissioner brings to notice that the proportion of members of backward communities holding these offices is exceedingly small. He considers that, unless there is some radical improvement in the methods of recruitment to these higher ministerial appointments, there is no likelihood of improving the efficiency of these offices or of increasing the representation of backward communities therein. He has therefore submitted a scheme for the appointment of Probationary Clerks so that they may, after the necessary training for a year or two, be able to fill the important ministerial appointments referred to above. The question is under the consideration of the Central Recruitment Board and the principles that may be found suitable for the Revenue Department could be applied, with necessary modifications, to other departments.

14. The question of regulating appointments in the University came up for consideration in the year 1928 and orders were passed in August of that year issuing definite instructions with regard to appointments in the tutorial staff of the University. It was agreed that the main consideration in all tutorial appointments should be the efficiency of teaching in the University and that such a consideration should be regarded as paramount. It was ordered at the same time that the University

should keep in view the desirability and importance of securing adequate representation of backward communities on its tutorial staff as far as may be with due regard to efficiency of teaching. All appointments of and above the grade of Assistant Professors were directed to be advertised direct by the University as heretofore, while those in vacancies below that grade were directed to be advertised through the Central Recruitment Board.

15. It having been observed that the composition of the tutorial staff of the University in March 1929 consisted of 233 members, of whom only 35 belonged to backward communities, the University Council sent up a Resolution to Government to the effect that, when candidates of all communities applied for a vacancy, the candidate of a backward community should be preferred to another of approximately equal qualifications. Orders approving of this Resolution were passed in April 1929.

16. As it was brought to notice that the representation of members of backward communities in the executive service of the Education Department was not adequate, orders were issued about the beginning of 1930 directing that the four officers belonging to backward communities who were acting as Assistant Inspectors be placed in the grade of Rs. 75—10—125 by a temporary addition of posts in the grade until they could be absorbed in vacancies then existing or that might occur later on.

17. Rules were issued in the years 1925 and 1927 to provide for the employment of Government officials to certain appointments under the Town and Minor Municipal Councils and the Bangalore City Municipal Council. But no rules had so far been issued under sections 186 (j) and 187 of the Municipal Regulation to regulate the appointment of persons who were not under Government employ. Orders were therefore issued in October 1930 making certain rules for determining the mode and conditions of appointing non-gazetted officers in the superior service of the Municipal Councils in the State. According to these Rules, all Municipal Councils in the State, including the two City Municipalities, are bound to conform to the Rules of Recruitment in making appointments on their establishment.

18. Appointments in the Secretariat were till recently outside the scope o Recruitment Rules. Orders were passed in December 1929 introducing these rules into the General and Revenue Secretariat and its associated offices. In order to increase the representation of backward communities in the Secretariat, it was also directed that, in all acting vacancies occurring in the Secretariat for the next two years, candidates of backward communities should be appointed if available. Action taken in this direction has enabled a good many qualified candidates of backward communities to get an opportunity of securing a footing in the Central Offices of Government, the number of such candidates so appointed being 14 since the passing of the order.

19. No report relating to increased representation of backward communities in the public service can be considered complete, if it has no reference to the action taken for the improvement of Adi-Karnatakas and Adi-Dravidas who come under the term Depressed Classes. Government have taken steps in several directions for promoting the moral and material welfare of these classes, such as, by the system of land grants, establishment of agricultural colonies, opening of separate Co-operative Societies, creation of special facilities for their education, etc. But for purposes of this report, it would perhaps be enough if attention was confined to the action taken for providing for the representation of members of these classes in the public service of the State. Several representatives of these classes repeatedly urged for special preference being shown to qualified candidates among them in the matter of securing appointments suited to their qualifications. Government viewed their prayer with sympathy and directed in an order passed in February 1922 that qualified candidates of such classes seeking employment in Government departments should be given the *first preference*. But as it was represented that these directions had given rise to divergent views as to the principle that should be adopted in selecting candidates belonging to depressed classes for appointment, a fresh order was issued in April 1929 giving clear instructions as to the extent to which preference should be shown to members of these classes in General Vacancies open to all classes as well as in Special Vacancies reserved for members of backward communities. There is reason to believe that these orders have enabled several candidates of Depressed Classes to secure appointments suited to their qualifications in various offices in the State.

20. The following table shows the precentage of appointments of various grades held by members of backward communities in the years 1918 and 1929 :— 30

Salary	Community	1918	1929 30
Rs. 100 and below ...	Non-Brahmin ...	26	33
	Brahmin ...	74	67
100 to 250 ...	Non-Brahmin ...	18	28
	Brahmin ...	82	72
250 to 450 ...	Non-Brahmin ...	24 30	26 24
	Brahmin ...	76 70	74 76
450 to 800 ...	Non-Brahmin ...	33 39	38 36
	Brahmin ...	67 61	62 64
800 and upwards ...	Non-Brahmin ...	29 45	36 38
	Brahmin ...	71 55	64 62

From the above, it will be seen that the percentage in respect of backward communities in the higher ranks of the service has not shown any marked improvement since 1918. This is more or less inevitable as the appointments in the higher ranks are regulated by the promotion of men already in service irrespective of the communities to which they belong. But the 50 per cent limit in respect of ministerial appointments coming within the purview of the Central Recruitment Board has been reached in 12 out of 72 offices in the year 1929-30. (*Vide* Appendix I).

21. A brief retrospect has been given in the preceding paragraphs of the progress achieved under the various items coming within the purview of the Central Recruitment Board. Mention may now be made of progress achieved in some other directions which, though not coming within the direct purview of the Board, have a material bearing on the advancement of the interests of backward communities in the State :—

(1) Facilities have been offered for the education of members of backward communities by the award of special scholarships.

(2) Some of the appointments to the Civil Service are made by the direct nomination of members of backward communities.

(3) The question of posting officers of backward communities to head quarter offices is steadily kept in view and given effect to whenever it is possible to do so in the exigencies of service.

(4) In making selections for appointment as Probationers in the Revenue and some other departments, special preference is shown to candidates of backward communities.

(5) Qualified officials of backward communities in the Revenue and other departments whose pay is not less than Rs. 50 are selected for inclusion in the Amildari Eligibility List and Government have accepted the principle that two out of three vacancies in the Amildari and Deputy Amildari service should be filled up by candidates of backward communities.

22. This report may now be concluded with the following brief summary of the main items of progress dwelt in detail in the foregoing paragraphs :—

(1) A policy was laid down in May 1921 that attempts should be made to increase the representation of backward communities in the public service so as to raise the proportion to 50 per cent of the total strength within seven years.

(2) A Central Recruitment Board was constituted to serve as a Vigilance Committee in respect of appointments made in the various departments of Government and to watch the progress made in increasing the representation of backward communities in the public service from time to time.

(3) Retrenchments effected in the year 1922 seriously affected the progress in this representation and certain special measures were ordered to be adopted to overcome the disadvantageous position brought about by the orders of retrenchment.

(4) A Sub-Committee of the Central Recruitment Board was formed in December 1925 to consider cases of exemption from the strict application of Rules.

(5) Orders were issued in June 1927 directing that ⅞ths and in some cases ⅔rds of the number of vacancies available for direct recruitment should be reserved for candidates of backward communities and the remaining vacancies made available to members of all communities. These instructions were to be in force even after the lapse of the seven-year limit prescribed in the order of 1921.

(6) The question of appointing Probationary Clerks for the Revenue Department is under consideration.

(7) The principles to be adopted with regard to appointments in the University have been defined.

(8) Four places in the grade of Rs. 75-10-125 were created in the Education Department for the appointment of members of backward communities as Assistant Inspectors of Education.

(9) Orders were issued in 1930 directing all Municipal Councils to conform to the Rules of Recruitment in making appointments on their establishment.

(10) The Rules of Recruitment were made applicable to the General and Revenue Secretariat and its associated offices in December 1929 and 14 members of backward communities have been appointed to the Secretariat since then.

(11) Provision has been made for preference being shown to members of Depressed Classes in the matter of getting appointments in the public service.

(12) Action has been taken in several other directions for promoting the advancement of the interests of backward communities, such as, by the award of scholarships, appointments to the Civil Service and as Probationers in the Revenue and some other departments, posting to head-quarter offices, inclusion in the Amildari Eligibility List and preference in being sent out as Amildars and Deputy Amildars.

I have the honor to be,
Sir,
Your most obedient servant,
D. C. SUBBARAYAPPA,
Secretary, Central Recruitment Board.

APPENDIX I.

Statement showing the number and percentage of Brahmins and Non-Brahmins in the various unit offices for the year ending 30th June 1930.

Serial No.	Unit Offices	Ministerial					Executive				
		Number of		Total	Percentage of		Number of		Total	Percentage of	
		Brahmins	Non-Brahmins		Brahmins	Non-Brahmins	Brahmins	Non-Brahmins		Brahmins	Non-Brahmins
1	General and Revenue Secretariat and associated offices.	138	79	217	63	37	...	...	...	...	...
2	Comptroller to Government ...	250	124	374	66	34	...	...	...	...	...
3	Secretary, Mysore State Life Insurance Committee.	30	32	62	48	52	...	...	...	...	...
4	Superintendent, Revenue Survey	102	22	124	82	18	228	67	295	77	23
5	Revenue Commissioner ...	17	12	29	59	41	...	...	...	...	...
6	Deputy Commisioner, Mysore ..	257	69	346	74	26	56	36	92	61	39
7	Do Bangalore.	170	64	234	70	30	46	42	88	52	48
8	Do Kolar ...	182	98	280	65	35	33	53	86	38	62
9	Do Hassan ...	152	85	237	77	23	58	73	131	46	54
10	Do Kadur ...	111	51	162	69	31	29	11	40	73	27
11	Do Shimoga ...	122	70	192	63	37	24	24	48	49	51
12	Do Tumkur ...	175	92	267	65	34	48	76	124	39	61
13	Do Chitaldrug.	109	57	166	66	34	16	15	31	52	48
14	Muzrai Commissioner ...	10	7	17	59	41	4	...	4	100	...
15	Registrar, High Court ...	258	179	437	59	41	80	85	165	48	52
16	Government Advocate ...	2	...	2	100	...	...	...	...	...	...
17	Registrar, Mysore University ...	75	34	109	69	32	206	61	267	77	23
18	Director of Public Instruction ...	305	82	387	79	21	4,887	5,093	9,980	49	51
19	Inspector-General of Police ...	14	9	23	61	39	373	545	918	41	59
20	Senior Surgeon in Mysore ...	25	42	67	36	64	249	623	872	29	71
21	Inspector-General of Prisons ...	12	6	18	67	33	4	85	89	10	90
22	Director of Health ...	5	16	21	24	76	19	22	41	46	54
23	Chief Conservator of Forests ...	134	46	180	75	25	119	98	217	55	45
24	Excise Commissioner ...	122	61	183	66	34	87	125	212	41	59
25	Inspector-General of Registration	220	88	308	71	29	...	...	...	...	...
26	Registrar of Joint-stock-Companies.	4	...	4	100	...	...	...	...	...	...
27	Commissioner of Income-tax ...	37	16	53	70	30	2	1	3	67	33
28	Commissioner of Stamps ...	9	11	20	45	55	...	...	...	...	...
29	Director of Industries and Commerce.	64	28	92	64	36	90	150	240	38	62
30	Director of Sandal Oil Factories	16	1	17	94	6	18	8	26	69	31
31	Superintendent, Government Gardens.	7	7	14	46	54	7	10	17	41	59
32	Director of Horticulture ...										
33	Superintendent, Government Museum.	2	2	4	50	50	...	1	1	...	100
34	Director of Agriculture ..	72	36	108	67	33	201	201	405	50	50
35	Registrar of Co-operative Societies.	18	11	29	62	38	26	17	43	60	40

APPENDIX I.—*concld.*

Serial No.	Unit Offices	Ministerial					Executive				
		Number of		Total	Percentage of		Number of		Total	Percentage of	
		Brahmins	Non-Brahmins		Brahmins	Non-Brahmins	Brahmins	Non-Brahmins		Brahmins	Non-Brahmins
36	Chief Commandant, Mysore State Troops.	47	19	66	71	29	3	6	9	33	67
37	Chief Electrical Engineer ...	97	80	177	55	45	95	77	172	55	45
38	Chief Inspector of Mines ...	2	2	4	50	50	...	1	1	...	100
39	Director of Geology ...	7	4	11	64	36	4	2	6	66	34
40	Superintendent, Government Printing.	41	104	145	28	72	...	...	...	...	...
41	Superintendent, of Stationery ...	6	3	9	67	33	...	...	...	...	...
42	Chief Engineer, K. R. S. Works.	46	48	94	49	51	124	24	148	84	16
43	Chief Engineer in Mysore ...	47	41	88	53	47	19	13	32	59	41
44	Superintending Engineer, Mysore Circle.	66	45	131	66	34	126	64	190	67	33
45	Do Shimoga do	77	31	108	71	29	120	21	141	83	17
46	Secretary to Government' Mysore Railways.	3	3	6	50	50	...	...	...	...	...
47	Agent, Mysore Railways ...	10	8	18	51	49	...	...	...	...	...
48	Auditor, do ...	89	33	122	73	27	1	2	3	33	67
49	Engineer-in-Chief, do ...	32	16	48	67	33	28	7	35	76	24
50	Chief Store-keeper, do ...	13	2	15	87	13	10	3	13	77	23
51	Traffic Manager, do ...	31	9	40	78	22	249	100	349	71	29
52	Loco and Carriage Superintendent.	23	11	34	68	32	7	8	15	44	56
53	Meteorological Reporter ...	5	4	9	56	44	...	...	...	...	...
54	President, Sanitary Board, Kolar Gold Fields.	4	2	6	67	33	6	10	16	38	62
55	President, District Board, Mysore	6	2	8	71	29	13	18	31	42	58
56	Do Bangalore..	5	2	7	71	29	6	22	28	21	79
57	Do Kolar ...	6	...	6	100	...	9	13	22	41	59
58	Do Hassan ...	5	1	6	83	17	1	...	1	100	...
59	Do Kadur ...	5	1	6	83	17	4	11	15	27	73
60	Do Shimoga ...	4	3	7	57	43	4	6	10	40	60
61	Do Tumkur ...	3	3	6	50	50	9	17	26	35	65
62	Do Chitaldrug.	4	2	6	67	33	10	9	19	53	47
63	President, City Municipal Council Bangalore.	42	14	56	75	25	68	96	164	40	60
64	Do Mysore ...	33	4	37	89	11	45	65	110	41	59
65	President, Town Municipal Council, Hassan.	8	1	9	89	11	1	7	8	12	88
66	Do Chikmaglur.	3	1	4	75	25	2	4	6	33	67
67	Do Sagar... ...	1	2	3	33	67	1	...	1	100	...
68	Do Tumkur ...	5	1	6	83	17	3	3	6	50	50
69	Do Tiptur ...	...	...	...	...	...	...	...	...	...	...
70	Do Anekal ...	...	...	...	...	...	...	...	...	...	...
71	Do Dodballapur.	1	...	1	100	...	...	1	1	...	100
72	Do Malur ...	1	...	1	100	...	...	1	1	...	100
	Total ...	4,054	2,029	6,083	67%	33%	7,831	8,083	1,5964	49%	51%

Statement showing the number of persons of various communities in

Serial No.	Unit Offices	Ministerial																
		Brahmins	Rajars	Yadavas	Kshatriyas	Kurubas	Lingayets	Mudaliars	Kaidus.	Vaisyas	Telugu Banajigas	Vokkaligas	Other caste Hindus	Jains	Mohamadens	Christians	Other communities	Depressed Classes
1	General and Revenue Secretariat and associated offices.	138	...	...	5	4	7	11	7	1	5	8	7	...	15	12	...	
2	Comptroller to Government ...	250	...	1	4	...	4	19	11	8	4	8	13	3	18	11	...	1
3	Secretary, Mysore State Life Insurance Committee.	30	...	...	...	1	8	4	...	2	1	3	12	...	3	3	...	...
4	Superintendent, Revenue Survey ...	102	...	1	4	...	3	...	...	...	1	8	4	...	...	1	...	...
5	Revenue Commissioner ...	17	...	...	...	...	3	...	...	2	1	...	2	...	3	...	...	...
6	The Deputy Commissioner, Mysore ...	257	1	...	9	2	15	...	2	...	1	12	18	7	7	4	...	
7	Do Bangalore ...	170	...	3	6	1	4	...	3	3	5	10	5	8	18	1	1	
8	Do Kolar ...	182	...	1	6	7	3	4	5	6	6	6	12	1	36	2	...	
9	Do Hassan ...	182	...	...	4	1	4	...	...	4	1	15	10	8	11	2	...	...
10	Do Kadur ...	111	...	...	1	...	10	3	1	5	1	4	6	1	10	6	...	
11	Do Shimoga ...	122	...	3	5	6	11	2	2	...	...	2	27	1	4	4	...	
12	Do Tumkur ...	175	3	2	6	4	17	3	...	1	1	4	21	5	13	5	...	
13	Do Chitaldrug ...	109	1	2	7	4	13	...	1	6	...	...	8	...	12	1	...	
14	Muzrai Commissioner ...	19	...	...	...	...	1	...	...	...	1	1	2	...	...	2	...	
15	Registrar, High Court ...	258	...	...	16	12	31	7	3	6	16	19	80	6	24	6	...	
16	Government Advocate ...	2	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	
17	Registrar, Mysore University ...	75	...	...	2	...	5	2	2	2	1	2	11	1	2	4	...	
18	The Director of Public Instruction ...	335	2	1	2	...	11	4	3	5	2	7	11	3	17	6	2	
19	Inspector General of Police ...	14	...	...	...	...	...	2	...	1	2	...	...	1	1	2	...	
20	Senior Surgeon in Mysore ...	25	..	1	4	1	3	6	4	3	3	2	2	...	6	6	...	
21	Inspector General of Prisons ...	12	...	...	...	...	...	3	...	...	1	...	...	...	2	...	...	
22	Director of Health ..	8	...	...	3	...	2	2	5	...	...	...	...	...	2	2	...	
23	Chief Conservator of Forests ...	111	...	1	6	8	4	2	4	2	...	2	5	...	6	8	...	
24	Excise Commissioner ...	122	..	3	3	3	4	3	2	2	1	5	9	...	13	7	...	
25	Inspector-General of Registration ...	220	2	2	9	3	13	8	3	4	1	6	14	1	16	3	...	
26	Registrar of Joint-stock Companies ...	4	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	
27	Commissioner of Income-tax ...	37	...	..	...	...	2	1	5	...	...	1	1	...	5	1	...	
28	Commissioner of Stamps ...	9	...	1	1	1	1	1	1	1	...	1	1	1	...	1	...	
29	Director of Industries and Commerce ...	61	...	1	2	...	4	4	1	2	...	...	3	...	3	4	2	
30	Director of Sandal Oil Factories ...	16	...	...	...	...	...	...	1	...	...	...	...	...	...	...	...	
31	Superintendent, Government Gardens ...	7	...	1	1	1	...	1	1	...	...	...	1	...	...	1	...	
32	Director of Horticulture ...																	
33	Superintendent, Government Museum ...	2	...	...	...	...	...	1	...	...	...	...	1	...	...	...	...	
34	Director of Agriculture ...	72	...	...	3	...	2	1	1	1	...	6	10	...	8	3	...	
35	Registrar of Co-operative Societies ...	13	...	...	1	...	3	...	...	...	...	2	3	...	1	1	...	
36	Chief Commandant, Mysore State Troops.	47	...	...	3	...	4	4	...	...	...	...	1	...	5	2	...	
37	Chief Electrical Engineer ...	97	...	2	6	4	5	19	6	8	...	4	11	...	7	13	...	
38	Chief Inspector of Mines ...	2	...	...	...	...	...	2	...	...	...	...	...	...	...	...	...	
39	Director of Geology ...	7	...	...	...	...	...	...	1	...	...	...	2	...	...	1	...	
40	Superintendent, Government Printing ...	41	...	5	4	6	6	10	3	2	5	12	37	...	6	7	...	
41	Superintendent of Stationery ...	6	...	...	...	...	...	1	...	...	...	...	1	...	...	...	...	
42	Chief Engineer Krishna Raja Sagara Works.	45	...	1	2	1	5	12	7	2	1	2	6	2	...	6	...	
43	Chief Engineer of Mysore ...	47	...	...	...	1	2	13	12	...	4	3	2	...	2	1	...	

the several unit offices for the year ending 30th June 1930.

Anglo Indians and Europeans	Total	Executive																			
		Brahmins	Bedars	Yadavas	Kshatriyas	Kurubas	Lingayets	Mudaliars	Naidus	Vaisyas	Beligas Banajigas	Vokkaligas	Other caste Hindus	Jains	Mohamedans	Christians	Other Communities	Depressed Classes	Anglo-Indians and Europeans	Total
...	217	...	..	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
1	374	...	...	...	...	..	...	...	..	...	...	...	...	...	...	...	...	...	...	...
...	62	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	121	228	...	...	1	5	21	...	2	4	1	7	17	4	2	3	...	...	...	295
1	29	...	...	...	...	...	...	...	.	...	...	...	...	...	...	...	...	...	...	...
...	346	56	...	..	8	...	3	1	3	...	...	4	7	2	12	1	...	...	...	92
...	234	46	...	...	1	...	8	1	3	...	...	5	5	...	15	3	..	...	1	88
...	230	33	1	..	4	1	3	2	1	2	8	2	3	1	21	1	...	...	...	80
...	237	58	...	...	5	3	6	...	1	2	5	10	13	...	26	2	...	...	...	131
...	162	29	...	...	...	...	4	...	...	1	...	2	...	...	4	...	...	...	...	40
...	132	21	...	...	2	...	6	1	1	2	..	...	2	...	6	4	...	...	...	48
..	267	48	...	5	2	...	11	2	..	3	2	11	15	3	20	2	...	...	...	124
...	165	16	...	...	...	...	5	1	...	...	...	...	3	1	5	...	...	...	..	31
...	17	4	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	4
..	427	80	3	2	2	15	4	2	1	...	4	16	11	1	20	1	...	...	...	165
...	2	...	...	...	...	...	...	...	...	..	...	...	...	...	...	...	...	...	...	...
...	169	206	...	...	...	...	4	8	2	2	3	2	8	...	11	20	1	...	...	267
6	987	4,187	8	17	92	118	1,285	22	20	53	163	553	785	52	1,13	113	1	304	...	9,980
...	24	373	8	4	34	21	29	9	18	1	20	53	103	4	203	18	...	11	4	918
1	..	67	219	4	2	20	16	11	56	24	4	12	21	57	3	50	235	...	4	43	573
.	...	18	4	...	...	5	...	1	1	1	...	2	2	6	...	6	4	2	4	2	39
.	...	21	19	...	...	3	..	...	3	1	...	1	3	1	...	1	9	...	...	...	41
2	...	180	119	...	2	16	1	6	3	5	...	2	10	2	...	33	6	...	2	...	217
1	...	189	87	1	2	17	1	8	4	5	1	3	9	13	...	51	9	...	3	...	212
2	...	368	...	...	...	...	...	...	...	...	...	...	...	...	...	..	...	...	...	...	...
...	...	4	...	...	...	...	..	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	..	53	2	...	...	...	...	1	...	...	...	...	...	...	...	...	...	...	...	...	3
...	...	20	...	...	...	...	...	...	...	...	...	...	...	..	...	...	...	...	...	...	...
...	2	92	90	...	1	7	...	2	4	20	8	...	19	31	...	22	17	8	9	2	240
...	...	17	15	...	...	1	...	...	2	1	...	...	3	..	...	1	...	...	...	...	26
..	...	11	7	...	...	...	...	1	...	2	1	...	1	4	...	...	1	...	...	...	17
..	...	4	...	...	...	...	..	...	1	...	...	...	...	...	...	...	...	...	...	...	1
.	...	103	201	...	...	25	3	12	8	5	3	9	23	26	1	63	17	...	6	...	405
.	...	20	26	2	1	2	...	3	...	...	2	...	2	2	...	2	1	...	...	...	43
.	...	66	3	...	...	...	...	...	1	...	...	...	...	...	...	5	...	...	...	...	9
0	...	177	95	...	...	4	...	4	9	10	3	1	5	6	2	5	9	2	...	17	172
	...	4	...	...	...	1	...	...	...	...	...	...	...	...	...	...	...	...	...	...	1
	...	11	4	...	...	...	...	...	...	...	...	...	1	...	...	...	1	...	...	...	6
	1	145	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
	...	9	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
	...	94	124	...	...	4	...	1	5	2	1	...	1	5	...	5	...	...	...	...	148
	...	88	19	...	...	...	...	...	4	1	...	...	2	1	...	3	1	...	1	...	32

APPENDIX II—*concld.*

Depressed classes	Anglo-Indians and Europeans	Total	Brahmins	Bedars	Yadavas	Kshatriyas	Kurubas	Lingayets	Mudaliars	Naidus	Vaisyas	Telugu Banajigas	Vokkaligas	Other caste Hindus	Jains	Mohamedans	Christians	Other communities	Depressed Classes	Anglo-Indians and Europeans	Total
4	...	131	126	1	...	2	...	5	26	4	1	4	3	7	...	6	5	...	...	...	190
...	...	108	120	...	...	1	...	2	6	1	...	...	1	1	...	5	3	...	...	1	141
...	...	6	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	..	...
...	...	18	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	...	122	1	...	...	...	...	...	...	1	...	...	...	...	...	...	1	...	...	...	3
...	..	48	23	...	...	1	...	...	2	1	...	...	...	1	...	1	1	...	...	...	35
...	...	15	10	...	...	...	...	...	2	...	...	...	...	...	...	...	1	...	...	...	13
...	...	40	249	...	...	2	...	4	9	12	3	3	4	17	1	27	18	...	...	...	349
...	...	34	7	...	...	...	...	...	4	1	...	...	1	1	...	...	...	...	...	1	15
...	...	9	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	...	6	6	...	...	...	...	1	...	1	...	1	...	1	...	5	1	...	...	...	16
...	...	8	13	...	1	...	...	...	...	2	...	...	...	12	...	2	1	...	...	...	31
...	...	7	6	...	...	...	1	...	2	1	...	1	1	2	...	12	2	...	...	...	28
...	...	6	9	...	...	...	...	...	...	...	...	...	...	2	...	11	...	...	...	...	22
...	...	6	1	...	...	...	...	...	..	..	...	...	...	...	...	...	...	...	...	...	1
		6	4	...	...	...	...	2	1	...	...	1	...	...	...	4	8	...	...	...	15
		7	4	...	...	...	...	...	...	...	...	1	...	...	...	4	1	...	...	...	10
		6	9	...	1	1	...	3	...	...	...	1	4	2	...	4	1	...	...	...	26
		6	10	...	...	1	...	2	...	...	...	...	...	...	...	5	1	...	...	...	19
	...	56	68	1	2	5	3	7	9	5	1	3	5	18	...	16	7	10	4	...	164
...	...	87	45	1	2	5	4	8	...	3	1	1	6	4	...	22	6	...	1	1	110
...	...	9	1	...	...	...	...	1	...	...	1	...	...	...	...	4	1	...	...	...	8
...	...	4	2	...	...	1	...	1	...	...	1	...	1	...	...	...	...	...	...	...	6
...	...	3	1	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	1
...	...	6	3	...	...	1	...	1	...	...	...	...	...	1	...	...	...	...	...	...	6
...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
...	...	1	...	...	...	...	...	1	...	...	...	...	...	...	...	...	...	...	...	...	1
...	...	1	...	1	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	1
67	5	6083	7,881	107	42	271	192	1,472	212	162	101	252	802	1,197	75	2,162	591	24	349	72	15,964

6083

Summary

Ministerial		Executive		Grand Total	Percentage in total
No.	Per cent	No.	Per cent		
4,054	66·66	7,881	49·37	11,935	54·13
10	·16	107	·66	117	·53
34	·56	42	·26	76	·34
136	2·22	271	1·68	407	1·85
68	1·12	192	1·20	260	1·18
232	3·81	1,472	9·22	1,704	7·73
195	3·21	212	1·32	407	1·85
120	1·97	162	1·01	282	1·28
87	1·43	101	·63	188	·85
69	1·13	252	1·57	321	1·46
164	2·70	802	5·01	966	4·38
336	5·52	1,197	7·48	1,533	6·95
42	·69	75	·46	117	·53
303	4·98	2,162	13·66	2,465	11·18
156	2·57	591	3·70	747	3·39
5	·08	24	·15	29	·13
67	1·11	349	2·17	416	1·89
5	·08	72	·45	77	·35
6,083	100	15,964	100	22,047	100·99

Communities	Ministerial No.	Ministerial %	Executive No.	Executive %	Total	Percentage in total
Brahmins	4,054	67%	7881	49%	11,935	54%
Non Brahmins	2,029	33%	8,083	51%	10,112	46%
Total	6,083	100%	15,961	100%	22,047	100%

Serial No.	Unit Offices	Ministerial															
		Brahmins	Bedars	Yadavas	Kshatriyas	Kurubas	Lingayets	Mudaliars	Naidus	Vaisyas	Telugu Banajigas	Vokkaligas	Other caste Hindus	Jains	Mahomedans		
44	Superintending Engineer, Mysore Circle ..	8	1	...	2	...	3	12	8	1	2	3	4	...	3		
45	Do Shimoga Circle ...	7	..	..	2	...	5	10	4	1	...	1	2	1	3		
46	Secretary to Government, Mysore Railways.			...	...	...	2	...	...	...	...	...	...	...	1		
47	Agent, do ...	10	..	...	...	1	...	2	...	1	...	1	...	...	2		
48	Auditor, do ...	8	...	1	8	...	2	11	4	2	...	...	7	...	4		
49	Engineer-in-Chief, do ...	3	...	...	1	...	1	4	1	1	...	1	3	...			
50	The Chief Store Keeper, do ...	1	...	...	...	...	..	1	...	...	...	...	...	1			
51	Traffic Manager, do ...	31	...	...	...	...	1	1	1	...	...	2	1	..	2		
52	Loco and Carriage Supt., do ...	2	...	...	1	...	1	4	3	...	...	2	...	...	...		
53	Meteorological Reporter ...	5	...	...	...	...	...	1	1	...	1	...	1	...	...		
54	President, Sanitary Board, Kolar Gold Fields.	4	...	...	...	...	...	...	...	...	...	...	1	...	1		
55	President, District Board, Mysore ...	6	...	...	...	...	...	...	...	1	...	...	1	...	...		
56	Do Bangalore ...	5	...	...	...	...	...	...	...	...	...	...	...	...	2		
57	Do Kolar ...	6	...	...	...	...	..	...	...	...	...	...	...	...	...		
58	Do Hassan ...	5	...	...	...	...	...	...	...	...	...	...	...	...	1		
59	Do Kadur ...	5	...	...	...	...	...	...	...	1	...	...	...	...	...		
60	Do Shimoga ...	4	...	...	...	1	...	...	...	...	...	...	1	...	...		
61	Do Tumkur ...	3	...	...	...	...	...	...	...	...	...	...	1	...	...		
62	Do Chitaldrug...	4	...	...	...	...	...	...	...	...	...	...	...	1	1		
63	President, City Municipal Council, Bangalore	42	...	1	1	...	4	...	1	3	...	2	1	...	...		
64	Do Mysore ...	33	...	...	...	...	1	...	...	...	...	1	1	...	1		
65	President Town Municipal Council Hassan	8	...	...	...	...	...	...	...	...	...	1	...	...	...		
66	Do Chickmagalur	3	...	...	...	...	...	...	...	...	1	...	...	...	...		
67	Do Sagar ...	1	...	...	1	...	...	...	...	...	...	...	1	...	...		
68	Do Tumkur ...	5	...	...	...	...	...	...	...	...	...	...	1	...	...		
69	Do Tiptur ...	...	...	...	...	...	...	...	...	...	...	...	...	...	...		
70	Do Anekal ...	...	...	...	...	...	...	...	...	...	...	...	...	...	...		
71	Do Dodballapur...	1	...	...	...	...	...	...	...	...	...	...	...	...	...		
72	Do Malur ...	1	...	..	...	...	...	...	...	...	...	...	...	...	..		
	Grand Total ...	4,954	10	34	136	68	232	195	120	87	69	161	336	42	303	166	

Progress according

Communities

1. Brahmins
2. Bedars
3. Yadavas
4. Kshatriyas
5. Kurubas
6. Lingayets
7. Mudaliars
8. Naidus
9. Vaisyas
10. Telugu Banajigars
11. Vokkaligas
12. Other caste Hindus
13. Jains
14. Mahomedans
15. Christians
16. Other communities
17. Depressed Classes
18. Anglo-Indians and Europeans

Appendix III

Comparative Statement showing the number of Gazetted appointments held by different Communities during the years 1918 and 1930.

Serial No.	Communities	Appointments carrying a salary of:-							
		250 ~ 450		450 - 800		Rs 800 and Upwards		Total	
		1918	1930	1918	1930	1918	1930	1918	1930
1.	Brahmins	150	180	49	107	41	53	240	340
2.	Bedars	–	–	–	–	–	–	–	–
3.	Yadavas	–	–	–	–	–	–	–	–
4	Kshatriyas	5	10	1	4	4	–	10	14
5	Kurubas	–	1	–	–	–	–	–	1
6	Lingayets	5	8	2	6	–	2	7	16
7	Mudalians	6	5	1	9	1	–	8	14
8	Naidus	4	4	2	3	–	–	6	7
9	Vaisyas	–	1	1	1	–	–	1	2
10	J. Banajigas	1	–	–	–	–	–	1	–
11	Vokkaligas.	3	3	–	2	1	2	4	7
12.	Other Caste O.C. Hindus	3	–	6	4	1	3	10	7
13	Jains	–	–	1	–	–	–	1	–
14	Mahomedans	13	13	–	9	3	5	16	27
15	Christians	5	4	5	9	5	4	15	17
16	Other Communities	2	–	6	2	2	2	10	4
17	Depressed Classes	–	–	–	–	–	–	–	–
18.	A. I. & Europeans.	17	8	7	10	17	14	41	32
		214	237	81	166	75	85	370	488

- Summary -

Salary	Community	1918		1930	
		No.	%	No.	%
250 to 450.	Non-Brahmins	64	30	57	24
	Brahmins.	150	70	180	76
450 to 800	Non-Brahmins	32	39	59	36
	Brahmins	49	61	107	64
800 and upwards	Non-Brahmins	34	45	32	38
	Brahmins	41	55	53	62

APPENDIX IV.

Statement showing the **percentage** of Non-Brahmins in various Departments during the 8 years from 1922 to 1929.

No.	Department	Ministerial								Executive							
		1922	1923	1924	1925	1926	1927	1928	1929	1922	1923	1924	1925	1926	1927	1928	1929
1	General and Revenue Secretariat and associated offices	25	26	30	30	32	31	33	37	...	...	...	...	...	...	...	...
2	Comptroller's Office ...	18	19	22	23	23	29	31	34	...	...	...	...	...	...	...	...
3	Life Insurance Department ...	40	40	53	42	...	51	56	52	...	...	...	...	...	...	...	...
4	Revenue Survey Department ...	24	15	14	14	...	15	13	18	4	4	4	4	...	2	4	23
5	Revenue Department ...	18	19	19	19	24	28	29	31	34	40	40	40	40	43	49	52
6	Muzrai Department ...	...	...	...	...	...	20	35	41	...	...	...	...	...	...	...	...
7	Judicial Department ...	25	30	31	46	47	39	39	41	46	47	49	49	51	43	50	52
8	University ...	...	...	...	...	...	20	29	32	...	...	...	...	...	21	17	23
9	Education Department ...	13	17	18	14	18	22	21	21	31	35	37	44	46	48	51	51
10	Police Department ...	16	19	24	24	24	48	45	39	58	56	55	58	58	60	59	59
11	Medical Department ...	75	89	72	80	80	64	65	66	77	75	63	70	68	68	70	71
12	Prisons Department ...	13	39	25	25	...	29	41	33	91	96	79	82	...	90	90	90
13	Forest Department ...	18	19	18	20	22	25	29	25	41	25	33	37	34	44	44	45
14	Excise Department ...	20	22	29	29	29	39	32	34	51	51	49	55	51	50	57	59
15	Registration Department ...	5	18	17	17	...	27	28	29	...	...	...	...	...	...	...	...
16	Joint Stock Companies ...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
17	Income-tax Department ...	20	21	29	27	...	30	32	30	17	17	17	20	...	33	33	33
18	Stamp Department ...	50	50	60	67	...	61	53	55	...	...	...	...	...	...	...	...
19	Industries and Commerce Department.	19	28	20	40	...	27	33	36	63	60	50	53	...	60	58	62
20	Sandal Oil Factory ...	...	...	...	...	...	6	6	6	...	...	...	...	...	33	30	31
21	Horticulture ...	30	39	43	43	...	43	50	54	56	56	30	30	...	61	62	59
22	Museum ...	60	60	60	60	...	43	50	50	...	...	...	...	...	...	...	...
23	Agricultural Department ...	28	27	24	28	28	32	30	33	40	40	37	37	41	47	46	50
24	Co-operative Department ...	25	23	29	28	...	28	21	38	24	19	20	17	...	31	27	40
25	Military Department ...	26	26	22	...	...	28	33	29	33	29	[illegible]	...	...	75	67	67
26	Electrical Department ...	32	40	34	34	...	41	42	45	40	42	38	39	...	47	53	45
27	Mines and Geology ...	31	50	36	55	...	43	40	40	33	50	...	...	...	50	20	43
28	Printing Department ...	65	66	66	66	...	70	68	72	...	...	...	...	...	...	...	...
29	Stationery Department ...	50	50	68	60	...	...	33	33	...	...	...	...	...	...	...	...
30	Public Works Department ...	30	30	26	21	...	34	36	39	24	22	24	23	...	21	24	28
31	Railway Department ...	27	30	29	32	...	28	28	29	29	28	23	22	...	...	27	29
32	Meteorological Reporter ...	...	...	...	...	...	38	37	41	...	...	...	...	...	...	...	...
33	Sanitary Board, Kolar Gold Fields.	...	...	...	...	...	33	20	33	...	...	...	...	...	59	59	62
34	Local Boards ...	20	16	19	21	...	26	30	29	58	62	57	57	...	62	63	63
35	Municipalities ...	24	31	28	30	...	19	21	21	52	55	44	47	...	50	58	63

As this file is urgently required by the Secy to ~~take~~ by mist the same in person to see the Member of Council in connection with the disposal of certain appointments in the Rev: Deptt, the same may be kindly sent if available now.

Rev: Branch
With compliments

10/5/30

The file in question seems to have been sent to Secy H. Rclt. on 22-4-30. vide D no 4054. H Rclt may Kindly be enquired

10-5-30.

not rec'd in H Br

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Rec. Br for favour of sending in file L.R. 105-28-104.

M
11.4.30.

This collection was acknowledged by Govt. of India on 27-8-29. It had been sent to the Controller of Govt. with O no 4054 (vide LR 105-28-) on 17/3/30. It is not available in the Rev. Dr

Asst.
11-4-30.

as the collection bearing the above govt. order is not available a copy of the G.O. is noted.

M.
14.4.30.

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

Government of his Highness the Maharaja of Mysore.

GENERAL AND REVENUE DEPARTMENTS.

G. O. No. R. 1305-14—L. R. 105-28-104, dated 10th—13th August 1929.

The Establishment of the Revenue Department.

Passes orders regarding the revision of the scale of pay of ——

READ—

Government Order No. R. 4933-43—L. R. 105-28-38, dated 14th December 1928, appointing a Committee to go into the question of the revision of the pay of the establishment of the Revenue Department.

2. Correspondence ending with letter No. C. 2501—28-29, dated 20th—25th February 1929, from the Revenue Commissioner in Mysore, submitting the proposals of the Committee.

ORDER NO. R. 1305-14—L. R. 105-28-104, DATED 10TH—13TH AUGUST 1929.

The question of revising suitably to altered conditions the different scales of pay of the establishment of the Revenue Department has been under the consideration of Government for some time past. A Committee consisting of the Revenue Commissioner as Chairman, the Inspector of Office Systems and the Deputy Commissioner, Bangalore, as members with one of the Office Assistants to the Revenue Commissioner as Secretary, was appointed to go into the question and submit proposals.

2. The following were the terms of reference to the Committee:—

(1) The revision of the scales of pay of the establishment in Revenue Offices and the provision of a time scale.

(2) The possibility of a reduction of staff.

(3) The improvement of the method of recruitment including the provision for the appointment of probationers in Taluk Offices particularly; and

(4) The employment of a reserve staff of officials in Public Offices.

3. On previous occasions revisions had been made only in respect of particular branches of Revenue Offices. The revision in 1907 affected Sub-Division Offices only, that in 1913 District Offices alone, that in 1918 Taluk Offices in particular, and that in 1922 District Treasuries solely. The existing scales of pay which were sanctioned several years ago have become inadequate. With a view to improve the efficiency of work in the Revenue Offices, and also to attract a better class of recruits with higher qualifications, it has been found necessary to grant a suitable enhancement of pay to the officials and also to provide a time scale to ensure an even flow of promotion thus preventing stagnation. Under the above conditions a reduction in the strength of offices will be possible.

4. The proposals of the Committee are briefly summarised below:—

(1) The minimum pay of an official in Revenue Offices should be Rs. 25.

(2) The grades of officials in the several offices should be uniform so that there may be an interchange of officials from one office to another when necessary.

(3) A reduction of hands in District Offices by 15 and by 85 in Taluk Offices inclusive of the abolition of the post of Head Munshis in Taluk Offices.

(4) The minimum qualification for the lowest grade appointment should be a pass in the S. S. L. C. Examination.

(5) Direct recruitment should be confined to the last two grades excepting the posts of Head Clerks of Sub-Division Offices and Taluk Offices.

(6) The horse allowance of the Revenue Inspectors should be increased from Rs. 10 to Rs. 15.

(7) The minimum pay of menials in all Revenue Offices may be fixed at Rs. 11 and of Duffedars in Taluk Offices at Rs. 13 and in Sub-Division Offices at Rs. 14.

(8) The number of menials may be reduced by 100, 30 by the abolition of 15 Hoblies and 70 more at the rate of one each per Taluk Office.

No. R. 1305-14—L. R. 105-28-104, DATED 10TH—13TH AUGUST 1929.

5. As regards the grant of an increased scale of pay the Committee's proposals are as follows :—

DISTRICT OFFICE.

	Rs.	
District Sheristedars	150—25/2—200	
Head Clerks	90—5—120.	
Heads of Sections	60—4—80.	
Clerks (i)	50—2—60.	
(ii)	45—2½—50.	
(iii)	25—1—30—1½—45.	

DISTRICT TREASURY.

District Treasurer	80—4—100.	The Mysore and Shimoga District Treasurers to be paid a duty allowance of Rs. 20 per mensem in addition.
Senior Shroffs	30—1½—45.	
Junior	25—1—35.	
Head Accountants	60—4—80	The District Treasury Head Accountant, Mysore, to be given a duty allowance of Rs. 10 per mensem in addition.
Deputy Accountants :—		
Senior	50—2—60.	
Junior	45—2½—50.	
Assistant Accountants	25—1—30—1½—45.	
Gollars	12—1—18.	

SUB-DIVISION OFFICE.

Head Clerks	50—2—60.
Other Clerks	25—1—30—1½—45.

TALUK OFFICE.

Taluk Sheristedar	60—4—80.
Head Clerks	45—2½—50.
Clerks	25—1—30—1½—45.
Shroffs	25—1—35.
Gollars	11—½—15.

6. Having regard to the state of the finances, Government consider that the re-organisation of the Land Revenue Establishment has to be taken up in easy stages, and that for the present a graded scale of pay may be sanctioned only in respect of officials whose pay does not exceed Rs. 50, reserving to a future occasion the revision of the pay of officials on a pay exceeding Rs. 50 per mensem, and also the consideration of the questions of granting increased horse allowance to Revenue Inspectors and the entertainment of a reserve staff.

7. With a view to minimise the extra cost, Government consider that instead of a time scale of Rs. 25—1—30 (efficiency bar) 1½—45 and of 45—2½—50 as proposed by the Committee for the last two classes of clerks, slightly lower grades, *viz.*, 25—1—30 (efficiency bar) 1—40 and 40—2—50 respectively might be adopted. Government approve of the reduction of 15 hands in the District Offices, and of 85 hands in Taluk Offices as proposed by the Committee (*vide* Statement No. 1 appended to this order) and of the revised scales of pay as stated above. The Revenue Commissioner is requested to absorb suitably the persons who are thrown out of employment in giving effect to this order.

8. As regards the menial establishment the Committee have recommended a minimum pay of Rs. 11 for a peon and an incremental scale of pay of Rs. 11—½—15 to Taluk Office Gollars and 12—1—18 to District Treasury Gollars. Relief to Treasury Gollars is long overdue. Government are accordingly pleased to sanction the increased scale of pay to Gollars, and to direct that the question of increasing the pay of the other menial staff be postponed for the present.

9. The proposals sanctioned above involve an extra cost of Rs. 44,219 per annum against the Committee's estimate of Rs. 1,06,000. A statement (No. 2) showing the existing and the sanctioned scale of establishment is appended to this order. The revised scale of pay will have effect from 1st October 1929. The extra cost during the current year will be met out of the provision of Rs. 15,000 made for the purpose in the budget of the Revenue Department.

10. As regards the question of recruitment and qualifications to be prescribed, the Committee's recommendations are as follows:—

(1) There should be one unit officer for the whole District, *viz.*, the Deputy Commissioner, the appointments of the District Sheristedars and of the Head Clerks being made as at present by the Revenue Commissioner.

(2) The minimum qualification for the lowest grade appointment should be a pass in th S. S. L. C. Examination.

(3) Every new official should be on probation for one year and before confirmation he should pass the Revenue Lower and the Clerkship examination consisting of the following subjects:—

(i) Office Procedure and Practice.
(ii) Writing up of petitions or reports and dictation in Kannada.
(iii) Transcribing a Kannada manuscript.
(iv) Translation from Kannada into English and English into Kannada.

(4) There should be efficiency bar at Rs. 50.

(5) The minimum qualification for all higher grades in case of direct recruitment, should be a degree of a recognised University.

(6) In cases where graduates or persons who have passed the Intermediate Examination are entertained in the lowest grade, the Revenue Commissioner is to be authorised to start them on a suitable intermediate pay in the grade.

(7) No official should be confirmed in the several posts unless he passes the prescribed departmental examinations.

(*a*) For the District Treasury staff excluding the Shroffs, a pass in the Accounts Higher Examination should be insisted upon.
(*b*) For the Heads of sections in District Offices a pass in the Revenue or Criminal Higher and Accounts Lower should be made compulsory in addition to the other examinations prescribed in the existing rules.

(8) Direct recruitment is to be confined to the last two grades excepting the posts of Head Clerks of Sub-Division Offices and Taluk Offices. The Taluk Office Head Clerk's place is to be created as a selection grade for promotion to clerks in the lower grade.

(9) Officials who are already in service are to be started on the substantive pay they are getting at the time. Increments are not to be given to them in the new scale until they satisfy the conditions prescribed.

(10) Officials who have put in not less than ten years' approved service or are above the age of 45 years may be given exemption in necessary cases by the appointing officers.

11. Government consider that all these proposals are suitable and are accordingly pleased to approve of the same.

B. NARAYANASWAMI IYENGAR,
Offg. *General Secretary to Government.*

To—The Revenue Commissioner in Mysore.
The Comptroller to Government, through the Financial Secretariat.
The Deputy Commissioners of Districts.
The Compiler, *Mysore Gazette.*

No. R. 1305-14—L. R. 105-28-104, DATED 10TH—13TH JULY 1929.

STATEMEMT I.

Showing the details of clerks retrenched in the several offices.

District	Number of hands retrenched in District Office	Number of hands retrenched in Taluk Offices	Remarks
. Bangalore ..	2	10	(at the rate of one clerk in each Taluk Office)
. Kolar ..	2	10	Do
. Tumkur ..	2	9	Do
. Mysore .	1	15	(*)
. Hassan ..	2	8	(†)
. Shimoga ..	2	8	(at the rate of one clerk in each Taluk Office
. Kadur ..	2	6	(‡)
. Chitaldrug ..	2	19	(§)
	15	85	

(*) Two clerks in the Taluk Offices of Mysore, Hunsur and Seringapatam. One clerk in each Taluk Office except Krishnarajpete.

(†) At the rate of one clerk in each Taluk Office except Manjarabad in which two hands are retrenched.

(‡) Two hands in Chikmagalur Taluk and two in Kadur Taluk and two in Koppa Taluk.

(§) In Chitaldrug, Davangere and Challakere Taluk Offices at three each and two clerks each in the remaining five Taluk Offices.

INCREASED REPRESENTATION IN KEY APPOINTMENTS.

[illegible] the last meetings of the Central Recruitment Board held on 31st January 1928, the working [illegible]

Although there has been some improvement in the proportion of members of backward communities in the State service for the past 10 years, it must be admitted that the results achieved so far have not been commensurate with the amount of thought and trouble devoted to the subject, as the activities of the Central Recruitment Board have at present been confined to the watching of the recruitment of officials on low salaries such as Clerks, Primary School masters &c. The question of appointing a Staff Selection Board to see to the introduction of of adequate representation of backward communities in the higher ministerial and gazetted ranks of the service was considered by Govt in the early part of last year and it was decided that proposals in this behalf so far as the Rev Dept was concerned might be called for from the Pub Commr. These by direct recruitment on passing under the rules of recruitment.

As the instructions issued in the several previous orders gave rise to divergent views as to the principles that should be adopted in selecting candidates belonging to Depressed Classes for appointment to vacancies in Government Offices the following instructions were issued in G.O. No. 7993-8142 CR 1-28-4 dated 22nd April 1929 in supersession of all previous orders on the Subject:-

1. In the case of general vacancies open to candidates of all communities, candidates possessing the highest qualifications should be preferred for appointment as heretofore irrespective of the communities to which they belong and candidates of Depressed Classes possessing the minimum qualifications prescribed for the post appointment need not be given preference over others possessing better qualifications

2. In the case of Special vacancies open to candidates of all Backward communities, candidates of Depressed Classes possessing

the minimum qualifications prescribed should be shown preference over candidates of all other communities though the latter may possess higher qualifications.

The G.O dated 10th October 1928 raising the qualification for appointments on Rs 75/- and upwards from a pass in d S to S.S.L.C affected adversely many of the acting officials with L.S qualifications who were entertained on Rs 25/- under the old classification of appointments. With a view to remedy this hardship Govt in their order No. 2164-22 64 C.R.S 17-29-1 dated 21st October 1929 authorised appointing officers to confirm the officials of this class in any permanent vacancies that may become available in their limits without advertising the vacancies.

The Secretariat establishments to which ~~were not so far brought with in the scope of~~ the rules of recruitment, ~~were now~~ were not made applicable so far, were as per G.O. No. 0.2127-35 G.S. 174-28-2 dated 21st December 1929 brought with in the scope of the rules and separate rules for these establishments were framed as much as the general classification of appts could not be made applicable to them.

"The question as to what measures were necessary to improve the representation in one or two departments might be examined and by the Board and definite proposals submitted to Govt for orders;

Report on the progress achieved in the matter of the appointment of members of backward communities to the public service - Mysore from 1921 to 1930.

It is very nearly a decade since Govt. accorded sanction to a definite policy in respect of the encouragement to be shown to members of backward communities for entry into the public service in Mysore and it is now proposed to take stock of the progress achieved from time to time in giving effect to that policy.

POLICY OF GOVT.

In a comprehensive order passed in May 1921 on the recommendations of a Committee constituted under the chairmanship of the late Sir Leslie Miller, Govt. directed that attempts should be made to increase the representation of backward communities in the public service so as to raise the proportion of members of such communities in all head quarter and district offices of all departments gradually to 50 per cent of the total strength (exclusive of those in inferior service) within seven years.

Coming to know that there was a large preponderance of the Brahmin Community in the public service and being desirous that all the other important communities in the State should be adequately represented therein, the Government of His Highness the Maharaja in their order No. E.A.G.308 dated 23.8.1918 appointed a Committee containing representatives of all the principal Communities in the State to investigate and report on the question so as to enable them to review the whole position from a Comprehensive standpoint and enunciate a policy for future guidance in the matter of the increased representation of Backward Communities, consistently with the maintenance of the required standard of efficiency in service.

After careful consideration of the Committee's report received in July 1919, Govt in their order No. 1827-80 E.Ag. 308 dated 16th May 1921 laid it down as their declared policy that the proportion of the members of ~~the~~ Backward Communities in all headquarters and district offices of all departments should be gradually raised to 50 per cent of the total strength (exclusive of those in inferior service) within a period of seven years, ~~to~~ subject to precedence being given to candidates who are subjects of His Highness, irrespective of the Community to which they belong, over candidates not subjects of Mysore.

~~INSTRUCTIONS TO CARRY OUT POLICY~~ CONCESSIONS OFFERED.

With this object in view, they issued a standing instruction to the several Officers authorised to make appointments

in the public service to give preference to a candidate of a backward community in making initial appointments so long as he possessed the prescribed minimum qualification even though he may be less qualified than other candidates. Certain other concessions were also granted the principal among them being ~~in that~~ the following:— (1) in respect of candidates of backward communities, the maximum age for entry into service ~~has been~~ was raised (from 25 to 28 years ~~to twenty eight~~).

(2) To enable backward communities to take advantage of the opportunities afforded, special facilities were offered in the shape of scholarships to members of such communities to serve as an incentive (for them) to take to higher education;

(3) The minimum qualifications required for the various grades of appointments were ordered to be revised and lowered ~~wherever~~ in cases in which they were unduly high, keeping in view the character and nature of the services required in each department.

(4) While it was considered undesirable to abolish competitive examinations for direct recruitment to the higher ranks of the service, it was laid down as a policy to safeguard the interests of backward communities

CONSTITUTION OF A BOARD.

In order to achieve the the required progress within the prescribed period, Govt felt that special arrangements were necessary to ensure that all qualified candidates belonging to backward communities and desirous of entering the public service, secure

appointments without undue delay. They accordingly directed the constitution of a Central Recruitment Board for registering all applications for appointment and putting applicants in touch with the Offices where vacancies existed or occurred from time to time.

The Central Recruitment Board was constituted in G.O. No. 2017-72, E.A.G. 525 dated 30th June 1921 with a Member of Council as Chairman, three Heads of Departments and the Chief Secretary to Government as Official members, and three non-official members belonging to three of the principal backward communities in the State.

The Board was charged with the additional responsibility of obtaining statistics

Candidates from among these classes should be selected by nomination on each occasion of recruitment by competition as heretofore;

(5) In view of the desirability of posting an increasing number of officers belonging to backward communities to the head quarters offices, Govt. agreed to consider specially the claims of officers belonging to backward communities in filling up appointments at head quarters.

one of the Assistant Secretaries to Govt as secretary

main function of the Board was to register all applications for appointment and to put all applicants in touch with the Offices where vacancies existed or occurred from time to time. It

Board power of direct appointment but had to act only as a vigilance committee. It

of recruitment during each official year and reviewing the progress made in increasing the ~~progress~~ representation of the different communities in the public services. It was also directed that the Board will have no power of direct appointment but will act only as a vigilance Committee

FUNCTIONS OF THE BOARD.

The functions of this Board were defined as follows:—

The functions of the Cochin Recruitment Board, as defined in G.O. No. E.A 2179-2258 E.A. 30-21-1 dated 28th November 1921 are detailed below:-

a) Calling for applications from all candidates, including Brahmins, desirous of securing appointments in the public service and preparing lists of such candidates showing the class or classes of appointments and the salary for which each candidate was eligible with reference to the qualifications, aptitude and preference of the Candidates.

b) Forwarding copies or extracts of such lists to the

several heads of Departments and offices concerned.

c) Calling for returns statistics and other information relating to recruitment and vacancies in the several offices of the State

(i) Vacancies in each office or department that occurred during the previous quarter

(ii) Appointments made to fill up vacancies in each office or department during the same quarter.

(iii) The composition of the office, both ministerial and executive, at the end of the quarter.

All appointments in the ministerial ranks of the superior services were directed in G.O. No. E.A. 209B-17 & E.A. 11A-21-7 dated 28th Nov. 1921 to be divided into four classes and ~~(shown below)~~ prescribing the minimum educational qualifications required for the several classes, ~~as shown below~~ were prescribed.

classes of appointments.	Qualifications prescribed
Appts carrying a pay not exceeding Rs 20	A pass in the L.S exam^{n} or a certificate of having studied in the V form of a recognised High School
II — do — exceeding Rs 20 but not exceeding Rs 30.	A completed S.S.L. certificate
III — do — exceeding Rs 30 but not exceeding Rs 40	A pass in the I yr B.A exam^{n} in the Mys. Inst or Intermediate exam^{n} of a recognised Univ^{y}
IV — do — exceeding Rs 40	A degree of the Mysore University or any other recognised Univ^{y}

PROGRESS IN EARLY YEARS.

The Board had functioned scarcely for a year when it was found that the conditions created by the several orders of retrenchment issued in 1922 seriously affected the progress in the absorption of candidates of backward communities in the public service. As many as 574 posts were abolished as a result of retrenchments and officials who were thrown out of employment were ordered to be given preference over new candidates including those belonging to backward communities.

EFFECT OF RETRENCHMENTS.

Owing to paucity of vacancies, the progress in re-absorbing discharged officials was necessarily slow & there was also a corresponding retardation in giving effect to the policy of Govt enunciated in the order passed on the report of the Miller Committee. Govt. therefore thought it desirable to create some vacancies and direct the adoption of the following special measures to overcome the disadvantageous position brought about by the orders of retrenchment.

ADOPTION OF SPECIAL MEASURES.

All vacancies occurring in class I should be filled up by direct recruitment and out of every three vacancies occurring in each of the other classes the first two shall be filled up by direct recruitment and the third by the promotion of qualified candidates from class ~~to~~ 1, 2 or 3 respectively.

In addition to the standing instruction given to every officer in the matter of giving preference to a candidate of backward Communities in making an initial appointment Government in their order No. 3809 -80 S.A 41-21-1 dated 20th February 1922 directed that qualified candidates of Depressed classes seeking employment in Govt depts should be given the first preference.

As the pay limits classified already were not in conformity with

It was directed that some vacancies should be created in the clerical and subordinate executive services (up to and inclusive of the grade of) by retiring some officials who had completed the qualifying service required for earning a pension equal to half their pay even though they may not have reached the age of superannuation. Lists of such officials were called for from the Comptr, Secretariat & Heads of departments and a Committee consisting of the late Mr Mir Humza Hussain, Member of Council as Chairman, the Rev Commr, Excise Commr, I G of Police, I G of Education and Agent, Mysore Railways as members and the Secy CRB as Secretary was constituted to examine the lists,

the sanctioned grades of the several Offices in the Revenue Deptt, a revised classification of appointments were ordered in G.O No 1043 1102 C.B.71-22-3 dated 4.9.1922 as shown below:-

I Appointments carrying a pay not exceeding Rs 25/-

II ——— do ——— ——— exceeding Rs 25 but not exceeding Rs 35

III ——— do ——— ——— do Rs 35 ——— do ——— Rs 45

IV ——— do ——— ——— Rs 45.

(2) ~~It was also directed by the order passed in January 1923 that~~ With a view to facilitate direct recruitment to the different grades of the subordinate executive services, three Probationerships were ordered to be created temporarily in each department for each grade of executive service, ~~and that candidates be directly recruited to them~~ two of them at least being recruited by members of backward Communities.

~~(3)~~

(3) As the ~~existing~~ system of requiring the Central Recruitment Board to prepare ~~preferring~~ lists of eligible candidates and forwarding them to the appointing officers was found to be defective, ~~firstly~~ the appointing officers having no means of learning whether all or which of the Candidates included in the general or departmental lists of the Board are willing to accept any particular vacancy and ~~Secondly~~ the Candidates having no means of learning in which office a vacancy exists where he can seek employment, Govt in their Order No 2365-2443 E A 30-21-2 it was directed in an order passed in ~~dated 30th~~ October 1922 ~~directed~~ that on the occurrence of direct recruitment Vacancies, ~~they should~~ be advertised in the Gazette and applications from among the applicants whose names were already registered, should be invited for a period of fortnight After which Period, any qualified candidate from among the Communities and submit recommendations to Govt as to the officials that might with advantage be retired from service.

intimation of such vacancies should be sent by the Secretary of the Central the Head of the office in which such vacancies occurred should inform the Recruitment Board and that the latter should get a consolidated notice published in the Gazette for the information of the Candidates, giving full information regarding the departments where vacancies occur and the qualifications required of candidates.

(4) As the constitution of the CRB was of too limited a character, the President of the Board was requested to invite the Heads of all major departments to the meetings of the

No. 2811-2822 & A 30-22-1 dt 30.10.1922

Board when the quarterly returns were reviewed so that those officers and the members of the Board may have a common discussion of the progress of recruitment work during the quarter, the results achieved, the difficulties experienced and the modifications if any in rules & procedure necessary to secure better results.

The Committee appointed for the selection of men for retirement and for the absorption of discharged officials submitted their report in June 1923 and orders of Govt were passed thereon in July of that year. The lists received from the Heads of departments and Secretaries to Govt contained the names of over 1,800 officials who had put in not less than 25 years' qualifying service and the Committee recommended the retirement of 4 Amildars and 272 other officials. Their proposals were approved by Govt with a slight modifications.

PROGRESS BY 1923.

About the middle of 1923, it was brought to notice that the minimum limit of 50 per cent representation of backward communities had been reached in the ministerial and executive services of the

G.O. No. 1227-87 G.M. 97-22, dated 19th January 1923.

Medical department and in the executive branch of the Police department. Govt. therefore directed that appointments in the Medical department (executive and ministerial) and not adequately represented should be selected. If no qualified candidate is available, sanction of Govt should be obtained to appoint a candidate whose name is not in the lists

As the previous order re: the proportion of direct recruitment vacancies in a department were not clear, Govt directed in their order No. C B 2761-2830 G.A 14-21-9 dt 9.11.1922 that the proportion of vacancies to be filled up by direct recruitment ~~should~~ in the executive and ministerial establishments should be separately arrived at and that similarly the executive and ministerial cadres should be separately considered in calculating the prescribed minimum proportion of candidates of backward communities of each grade of the public service.

From a perusal of the returns ~~received~~ for 30th June 1922 and 30th September 1922 received by the Central Recruitment Board, it was realised that the Board was not doing anything in the way of putting applicants in touch with the offices where vacancies occur.

The conditions created by the several orders of retrenchment and also of the absorption of the discharged officials ~~who have been~~

issued in the course of 1922, also affected materially the progress of in absorbing candidates of backward communities in the public service.

It was therefore felt necessary to revise the existing arrangements so as to coordinate all the factors and secure a steady rate of progress in carrying out the policy of Govt and to bring the several Heads of Depts into closer touch with the Central recruitment Board. The following instructions were accordingly issued in G.O. Nr. 1227-87 G.M. 17-22-1 dated 19th January 1923.

1. In future, all vacancies, except privilege leave vacancies and other vacancies for periods not exceeding three months, should be made only from the lists issued by the Central Recruitment Board. Privilege leaving vacancies not exceeding three months may be filled up by appointing officers by promoting men already in service but a certificate should be made in each case that the vacancies are temporary and that there is no prospect of their being extended or prolonged.

2. With a view to facilitate direct recruitment to the different grades of the Subordinate executive service, three probationerships will be created temporarily in each department for each grade of the executive and in the executive branch of the Police department be made on general considerations and no preference need be shown to any particular class or community provided that the 50 per cent proportion continued to be maintained.

ISSUE OF RULES.

With a view to ensure the strict enforcement of Rules of Recruitment, the following instructions were issued for the guidance of all appointing officers :—

As there was reason to believe

service, as is done in the Excise Police and the Registration Dept.ts, and candidates will be directly recruited to these, two of them at least being members of the Backward communities.

3. In order to enable the Central Recruitment Board to get candidates in touch with offices where vacancies occur, an intimation of all vacancies will hereafter be sent to the Secy, CRB who will publish the consolidated notices in the Gazette for the information of the Candidates

4. The President of the C.R. Board is requested, in future, to invite the Heads of all major Departments to the meetings of the Board when the quarterly A, B & C returns are reviewed, so that those officers and members of the Board may have a common discussion of the progress of recruitment work during the quarter, the results achieved the difficulties experienced and the modifications if any in rules and procedures and instructions necessary to secure better results.

1) All appointments made in contravention of the Standing orders should be vetoed. ~~Such orders shall be issued~~ under the direction of the Member of Govt who is the Chairman of the CRB and, in consultation when necessary with the Member in whose portfolio the Department concerned is included vide our No. Ey 1350-57 G.M 97-22-3 dated 20th January 1923.

Instances having come to the notice of Government in which officials of one department are appointed to posts in another, and their cases are treated as promotions, which had the effect of not only of keeping out duly qualified candidates from securing appointments but also of retarding progress in giving effect to the policy of Government in regard to the enhanced representation of Backward Communities in the public service Government directed vide G.O. No. G. 8138-97 G.M.-158-22-1 dated 10th May 1923 that 2) a transfer from an appointment in one department to that in another shall ordinarily be regarded as direct recruitment to the new appointment except when both the appointments are under the control of the same officer.

From a careful examination of the working of the rules regulating recruitment to the public services, issued from time to time so far, Government realised that their orders have not so far, had the desired effect and that the time and labour involved in the work now done by the Central Recruitment Board have not been commensurate with the results achieved. In consideration of the fact that the work of the Central Recruitment Board might be considerably reduced and the existing procedure greatly simplified by making the appointing Officers responsible to give practical effect to the declared policy of Government the following revised instructions in regard to the working of the C.R.Board were issued in G.O.Ms. No 9155-394 G-M. 137-23-1 dated 5th December 23.

3) All vacancies whether permanent or temporary (except privilege leave vacancies and other acting vacancies which are not expected to continue for more than four months) ~~should~~ shall be reported as soon as they occur to the C.R.Board indicating whether the vacancy is a direct or Dy. Recruitment vacancy

iv) All vacancies to be filled up by direct recruitment should be notified by the C.R.Board in the Official Gazette and applications in duplicate should be invited from candidates seeking employment thereto within a specified time i.e. within 15 days from the date of the publication of the vacancy in the Gazette

v) The Secretary C.R.B should receive all such applications and forward one copy to the appointing officer retaining the duplicate in his office

vi) The appointing officer should select and appoint to the vacancy a suitable candidate from among those whose applications are forwarded to him by the C.R.Board in accordance with the principles already enunciated.

vii) Every appointment made under para 6 should be forthwith reported to the Secy C.R.Board by the officer making the appt.

viii) The above instructions should not however prevent appointing officers from filling up casual leave vacancies and other vacancies of not more than four months duration.

ix) In the case of vacancies in which the formalities regarding advertisement etc have to

be observed, the appointing officer should be empowered to make temporary arrangements for the conduct of urgent work pending the selection of the candidate.

The system of registration and classification of candidates, the preparation, printing and circulation of lists of eligible candidates and the transmission to the C.R. Board of the quarterly A and B returns became no longer necessary.

FORMATION OF A SUB COMMITTEE.

13. In view of the large number of applications for the grant of exemptions from possessing the prescribed general educational qualifications for being appointed to vacancies and of cases of irregular appointments made in contravention of the rules of recruitment coming up for disposal, Govt. considered it desirable to order the formation of a Committee of the C.R.B. was ordered in December 1925 with the Rev. Comm. as Chairman and three non-official gentlemen as members to consider such cases so that undue delay in the disposal of the same may be avoided and the work of the C.R. Board considerably minimised.

The kinds of cases that have to be referred to the

PASSING OF DEPARTMENTAL TESTS.

14. This Committee recommended exemptions in all deserving cases and their recommendations usually met with the approval of Govt. In order to provide further facilities for the entry into service of new recruits possessing no qualifications in departmental tests in appointments for which such tests have been prescribed, it was ordered in October 1928 that candidates possessing the general educational qualifications prescribed for such appointments should be entertained on probation subject to their being confirmed in their posts on passing the prescribed departmental test or tests within a period of two years. Provision was also made for the training of such candidates for a period of three months.

EXEMPTION OF TECHNICAL APPOINTMENTS.

15. The purely technical appointments in the Railway department as well as in the Govt. Press were ordered to be taken outside the scope of the Central Recruitment Board as it was represented that technical knowledge and training were of greater importance in such cases than mere academical qualifications.

Sub-Committee were indicated in G.O. No. 3761-76 CRR, dt 19.10.28.

The question as to whether the district or the whole department should be taken into consideration as a unit for the purpose of working out the ~~percentage~~ percentage of 50% prescribed in the G.O dated 16.6.1921, having by been moved by the Education dept, Govt in their order No. E 164-223 C.R.B 1 26-2 dated 14th July 1926 directed that the department should be taken as the unit and not the District.

In ~~July~~ 1927 ~~Government having noticed~~ having been noticed certain practical difficulties in the working of the existing recruitment rules, Government with a view to remove them laid down in their order No. 5771-830 C.R.B 5-26-1 dated 10th June 1927 the following modified instructions for the guidance of officers empowered to make appointments to the public service

(1) In filling the first three out of every four vacancies available for direct recruitment in Departments in which the representation of Backward Communities has not reached 50%, preference will continue

REVIEW OF PROGRESS BY THE YEAR 1927.

16. It having been noticed in the year 1927 that the limit of 50 per cent prescribed for the proportion of members of backward communities in the public service had been reached only in .... departments, orders were issued about the middle of that year for regulating the allotment of vacancies to members of such communities in departments in which the prescribed limit had been reached as well as those in which it had not yet been reached. Instructions were also issued in the same order about the procedure to be adopted in case in which no eligible candidates belonging to backward communities applied for vacancies advertised for such communities or having applied declined or failed to take up the appointments. The main principle kept in view in such cases was that such vacancies should as far as possible be utilised for providing for members of backward communities and it was only when several attempts in this direction proved infructuous that they could be allowed to be disposed of otherwise and that too with the specific sanction of Govt in each case.

FACILITIES FOR EDUCATION :-

17. One of the main recommendations put forward by the Miller Committee and accepted by Govt for the amelioration of the backward communities in the State related to the provision on a

liberal scale for the award of scholarships to members of such communities. An annual grant of Rs. 1,00,000 was accordingly sanctioned ~~for~~ in the year 1917 for the award of scholarships among the students of backward classes. This served as a great fillip and encouraged the members of such communities to take to higher education to a much larger extent than was the case before. The grant was increased by Rs. 8,000 in the year 1925 and by another Rs 2,000 in the year 1928. But even this was found to be inadequate to the growing demand especially in the High School and University grades of education. Govt. recognised that the scheme had served as a most potent factor in the uplift of the great mass of population in the State and that it had very materially increased the number of pupils from backward communities in the schools and colleges and had resulted in the spread of enlightenment among the bulk of the people. It was ~~also~~ recognised that it was mainly due to this measure that communities which formerly did not seem to appreciate the benefits of education were eagerly pressing forward and asking for further facilities. Govt. were therefore pleased to accord sanction in Nov 1928 to an additional annual grant of Rs. 50,000 for the awards of Scholarships to students of backward classes including Mahommedan and Depressed Class Students.

COMMITTEES FOR THE AWARD OF SCHOLARSHIPS.

18. With a view to facilitate the award of these scholarships

to be given to candidates of Backward Communities possessing the required qualifications but no such preference need be shown in filling the fourth vacancy.

In the case of departments in which the representation of these communities has reached the prescribed limit viz 50%, the first five vacancies will be given to members of backward communities and every third vacancy will be filled up without preference being shown to ~~the~~ candidates of such communities

(2) Appointments given in virtue of exemptions granted to candidates or to officials will be treated as appointments by direct recruitment. ~~Rule~~

(3) The unit for the purpose of calculating vacancies and determining the method of disposal of them, will be the District in the case of the Education Department and the Depa under the Control of Dept the divisions in the case of Judicial & P.W. Dept and

4) The Dy Commr- or other officer controlling any establishment regarded as a unit will obtain necessary particulars regarding vacancies to be thrown open on general considerations or otherwise He will also be responsible for sending to the CR Board the A and B statements relating to the vacancies in all the offices under his control.

5. The consolidated 'C' Statement for each department will be sent in the prescribed form by the Head of ~~the~~ department concerned once in six months.

6. When a vacancy reserved for the backward communities is advertised and no eligible candidates belonging to such communities applies for it, or having applied, declines the appointment, ~~the vacancy will not be immediately filled up but will~~ Otherwise it will have to be advertised a second time after the lapse of three months and at the end of the academical year in the case of educational institutions. If no applicants belonging to Backward Communities apply in response even to the 2nd advertisement, the circumstances ~~must~~ be reported to Govt and ~~the~~ orders obtained if it is proposed to appoint a Brahmin

27-97/CRS.I, dated 26.6.1927.

5. deserving members of various communities, District Ad Hoc Committees were appointed with non-official members of different communities as members. Similar Committees have also been constituted for safeguarding the interests of students in the matter of admissions and award of freeships in schools as well as admissions to technical colleges and schools such as the medical and Engineering.

FOREIGN SCHOLARSHIPS,

9. The policy that has actuated Govt to provide facilities for the education of members of backward communities in institutions outside the State has also been steadily pursued in the matter of showing encouragement to them to undergo training in foreign universities as well. ~~The State encourages~~ This policy was specifically enunciated in ~~the~~ the order passed in May 1920 on the proposals of the Foreign Scholarships Committee and it was directed therein that of the two Samudra Dass and two State scholarships awarded annually to students undergoing advanced ~~to~~ studies in foreign countries, one should be reserved for a suitable candidate belonging to one of the educationally backward classes in the State. Of the 27 such scholarships awarded for foreign training between the years 1920 and 1930, ~~more than~~ as many as 15 have been awarded to members of backward

a duly qualified non brahmin candidate may if locally available be appointed in the vacancy:

NOMINATIONS TO THE CIVIL SERVICE.

20. ... recommendation made by the Miller Committee related to the desirability of providing for nominations of members of backward communities to the grade of Assistant Commissioners ... candidates were selected ... for such appointments by the results of competitive examination. ... appointments made to the Civil Service ... in this manner between the years 1918 and 1930, as many as .... have been made by the nomination of qualified members of backward communities. A similar policy is also being pursued ... in selecting competent officers ... for acting vacancies in Assistant Commissionerships as well as for ... certain other higher ranks of other services such as Magistrates and ... Superintendents ... ministerial and executive appts and again for ...

APPOINTMENT OF PROBATIONERS.

21. In accordance with the policy announced in the order of January 1923 referred to in paragraph ... supra proposals were received from the Director of Geology, Superintendent, Govt Printing, Director of Industries & Commerce, Agent, Nilgiri Railways and the Govt of Educations for the appointment of Probationers in their departments. The Rev Comm also submitted comprehensive proposals for recruitment to the Rev. department including the appointment of Probationers. Govt. came to the conclusion that the need for the appointment

The vacancies proposed to be filled up without preference being shown to candidates of any special communities and on general considerations of merit only will be styled as General vacancies and included in Class 'A' of appointments and those which are available for direct recruitment of the candidates of Backward Communities possessing the required qualifications will be styled as Special vacancies and included in class B of appointments.

Such classification of vacancies into Special and general shall be made separately for (a) permanent appointments and (b) temporary appointments likely to last for more than three months, without reference to the grade or division to which the vacancies belong.

G.O. No 465-664 CRB 4-28-19 16.7.28

Vacancies which are temporary at first but are likely to become permanent later should be treated as permanent vacancies and classed as such

G.O. No 2494-2693 CRB 4-28-29 5-9-28

Appointments in the Tutorial Staff of the Mysore University were also brought within the scope of the recruitment rules in 1928 and the following instructions were issued in G.O. No. 1411-12 ERB 6-28-1 dated 7. 8. 1928.

1. In the case of Tutorial appts the main consideration will be the efficiency of teaching in the University and this must be regarded as paramount. But the University should keep in view the desirability and importance of securing adequate representation of members of Backward Communities in its tutorial staff, as far as may be, with due regard to efficiency.

2. All vacancies of and above the grade of an Assistant Professor will, as heretofore, be advertised by the University and recommendations for appointments will be sent direct to Government

3. Vacancies in grades below that of an Asst Professor Viz in the grade of Tutors, Demonstrators, Lecturers, Pandits

of Probationers in departments other than the Revenue was not very urgent and directed that with a view to improve the Amildari service by recruiting candidates fitted by education, character and executive capacity six Probationers be appointed with adequate representation for backward communities. They also directed that the list of candidates eligible for the Amildari and Deputy Amildari be revised so as to provide for the addition of the names of men belonging to backward communities in the Revenue and other departments whose pay is not less than Rs 50 and who have qualified themselves by passing the Revenue Higher and Criminal Higher examinations. This policy is being steadily followed from year to year and out of ... Revenue Probationers appointed between this years 1923 & 1930, as many as ... are candidates belonging to backward communities, ... The number of such communities whose names were included in the list of candidates eligible for Amildari and Deputy Amildari during the same period was ... out of a total of ... members of all communities so included in the list.

To further accelerate the re-
~~presentation of~~ recruitment
of members of backward
Communities in the Amildari
service, it has been directed
in the latest order passed
this year that, from among
the candidates whose names
are included in the eligi-
bility list, the number
of selections from backward communities
for being posted
to the appointment of Amildar
& Deputy Amildars should
be twice as much as from
among Brahmins. These
measures

and those of Pandits, Pandit Librarian, Proof Readers and copyists of the Oriental Library and Pandits in the Archaeological Office.

have had a decided effect in improving the representation of backward communities in the Amildari service which is a most important branch of the administration. Out of a total number of ..... permanent and acting Amildars, as many as .... are officials belonging to backward communities.

22. Probationers have recently been appointed to the Police and other departments of the State service such as the Secretariat, Police and Military [illegible] in these cases also, the general principle of providing for adequate representation of backward communities has been steadily kept in view.

APPOINTMENTS IN THE UNIVERSITY.

23. The question of regulating appointments in the University came up for consideration in the year 1928 and orders were passed in August of that year issuing definite instructions with regard to appointments in the tutorial staff of the University. While agreed that the main consideration in all tutorial appointments should be the efficiency of teaching in the University

Moulvis etc will be advertised through the C.R. Board but there will be no special reservation of any vacancies for members of backward communities. All applications received by the Board will be forwarded to the University, who will make a selection in accordance with the instructions in clause (1) above.

~~(4) Ministerial appointments~~

(4) In making selection of candidates for vacancies in the Tutorial staff, preference should be given to persons belonging to backward communities if their qualifications are approximately equal to those of other candidates.

(5) Ministerial appointments in the University will continue to be governed by the ordinary rules of recruitment in force.

As the existing classification of vacancies and the minimum educational qualifications prescribed for the several classes of appts were found to be defective, Govt with the concurrence of the C.R. Board revised in their

G.O. No. 3567-3652 C.R.B 12-28-1 dated 10th October 1928 the classification of appointments as noted below

Grade of appt.

1. Appts carrying a pay of Rs 50 and above
2. Appts on a pay of Rs 250 and above but less than Rs 500
3. Appts on a pay of Rs 25 and above but less than Rs 250
4. Appts on a pay less than Rs 25

As it will not be generally possible to secure new recruits who possess technical qualifications, for appointments for which a pass in the departmental examinations has been prescribed, Govt in their order No 3264 - 3463 C.R.B 10-28-1 dated 3rd October 1928 directed that in such cases Candidates possessing the general educational qualifications prescribed for the appointment be entertained on probation, subject to their being confirmed in their posts on passing the prescribed

Qualifications prescribed
A degree of the Mysore University
or any other recognised University
or Intermediate Examination or
Pre-University Course of the Inter-
mediate Period in
Science Examination
B.A. or B.Sc. or a Certificate of
Fitness studied in the Form
of a recognised High School

And that it should be regarded
as important that the
aforesaid appointments of the
Assistant Professors
were directed to be ad-
vertised by the University
as heretofore while those
in vacancies below
that grade were directed
to be advertised through the
Central Recruitment Board

14. It having been desired that the composition of the tutorial staff of the University in March 1929 consisted of 238 members,

departmental test or tests within a period of two years.

In case of appointments (permanent or long standing only) by direct recruitment to posts carrying a pay exceeding Rs 45 per mensem and requiring training, Govt ~~approved of~~ that with the concurrence of the C.R. Board, authorised in G.O. No 2588-63 C.R.B 7-25-2 dated 19th March 1925 the appointing officers to appoint a recruit with general educational qualifications in the vacancy and send him for necessary training for a period not exceeding three months, ~~during which period~~

With regard to the selection candidates for the teaching staff in the Primary and High Schools, the following instruction were issued in the matter of preference to trained men.

In "General vacancies of teachers which are open to candidates of all communities, trained men will have preference over untrained men irrespective of Community.

In "Special" vacancies of teachers which are open only to members of backward Communities, as among the candidates of such community

of whom so few as 35 belonged to backward Communities, the University sent up a Resolution to Govt to the effect that when candidates of all communities applied for a vacancy the candidate of a backward Community should be preferred to another of approximately equal qualifications. Orders approving of this Resolution were passed in April 1929 and several appointments have been made under these orders although the number of such appointments made is not considerable.

APPOINTMENTS IN THE EDUCATION DEPARTMENT

25. As it was represented that the representation of members of backward communities in the executive service of the Education Department was not adequate, orders were issued about the beginning of 1926 directing the adding of four posts of Assistant Inspectors in the grade of Rs. 75-10-125 and the posting of Competent Officials of backward Communities to these grades.

trained men will have preference over those who are untrained; but a Brahmin candidate should not be appointed in such special vacancies in preference to a non-brahmin candidate on the ground that the former is trained and the latter is not.

Vide G.O. No. 7331-32 Edu 690-28-18, 19-1-29.
G.O. No. 9411-12 C.R.B 36-28-18, 4-6-29.

With a view to ensure uniformity of practice in the matter of appointing candidates who are exempted from the operation of the rules of recruitment, the following instructions were issued in G.O. No. No. 6808-6904 C.R.B 17-28-2 of 7-3-29 for the guidance of all officers concerned:

i Appointments of exempted candidates made subsequent to G.O. No. 5771-830 C.R.B 5-26-1 dated 10th June 1927 should be counted against General or Special vacancies in a unit according as the candidates concerned are belonging to Brahmin or non-Brahmin communities respectively.

ii The vacancies in which permanent officials thrown out of employment as a result of retrenchments of establishments are absorbed, should be treated as not having occurred at all for purposes of classification of vacancies into General and Special or for being filled up

Similarly revised rules of recruitment to the establishments under Municipal Councils were framed in G.O.M. No 3318-36 Mil 167-30-2 dated 25th October 1930 and to the apptts in the Rev: Dept in the G.O. M. 2319-25 E.R. 6-30-1 dated 28th October 1930.

G. R. S. III—3]

ROUTINE NOTES.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Names of candidates who were awarded Foreign Scholarship slips during the year 1925-26 and 26-27. may kindly be furnished — together with information as to what community each belong.

Hms 1/12/30

GEN. & MISC. SE. 4493

Edn

Dev. Bn. (with Compts) dcg 1/12/30

E 283-4
Edn file 4-25-37 dy 7th Dec 25-

25-26. Mr. Murari Rao
& D Narasimha Murti

{2288-95 Edn 20-26-56 dy 28th Oct 26

26-27. Mr Ponnambalam Sem-Pp
Mr S. Arumugam (Brahmin)
E1-4/Edn Edn
Edn 27-26-6. dy 12th Oct 26

This may now be returned to the CRB Office

2nd 2/12

CRB KD 2/12

N. B.—Should routine notes be written on small slips, the notes must be gipoed, or slips pasted on this form.

List of Officers from whom half-yearly "C" statements are due to the Central Recruitment Board.

1.	The Chief Secretary to Government.	and Associated Offices.	1, 2.
2.	" Secretary to Government.	& Chief Engineer Krishnarajasagara Works	3, 4
3.	" Ex-officio Secretary, Representative Assembly and Legislative Council.		5
4.	" Secretary to Government, Mysore Railways		6 & 7
5.	" Secretary to Government, Mysore State Life Insurance Committee.		8 to 9
6.	" Secretary to the Board of Management, Iron Works, Bhadravati.		10
7.	" Secretary, Mysore Economic Conference		11
8.	" Agent, Mysore Railways		~~12 to 14~~ 12 to 14
9.	" Auditor, Mysore Railways		15 & 16
10.	~~The~~ The Comptroller to Government.		17 to 20
11.	" Chief Inspector of Mines in Mysore		21 & 22
12.	" Chief Engineer of Mysore		23 to 26
13.	" Chief Commandant, Mysore State Troops.		27 & 28
14.	" Chief Electrical Engineer in Mysore		29 to 35
15.	" Chief Conservator of Forests in Mysore		36 to 40
16.	" Director of Agriculture in Mysore		41 to 50
17.	~~Director~~ The Director of Public Instruction in Mysore		50 to 70
18.	" Director of Horticulture in Mysore		71
19.	" Director of Industries and Commerce in Mysore		72 to 80
20.	" Director of Geology in Mysore.		81 & 82.
21.	" Director of Sandal Oil Factories in Mysore		83
22.	" Engineer in Chief, Mysore Railways		84 to 85
23.	" Excise Commissioner in Mysore		86 to 90
24.	" Government Advocate		91
25.	" Inspector General of Police in Mysore		92 to 95
26.	" Inspector General of Registration in Mysore		95 to 98
27.	" Inspector General of Prisons in Mysore		99
28.	" Income-Tax Commissioner in Mysore		100
29.	" Inspector of Office Systems in Mysore		101

30. The Muzrai Commissioner in Mysore 102

31. " Meteorological Reporter to Government 103

32. " Registrar, Mysore University. 104 to 108

33. " Registrar, Co-operative Societies in Mysore 109 to 115

34. " Registrar, Chief Court of Mysore 116 to 120

35. " Registrar or Joint Stock Companies in Mysore 121, 122

36. " Revenue Commissioner in Mysore 123 to 125

37. " Superintendent, Revenue-Survey and Settlements in Mysore. 126 to 128

38. " Superintendent, Government Museum 129 & 130

39. " Superintendent, Government Printing. } 131 to 135

40. " Superintendent, Stationery Depot. }

41. " Senior Surgeon with the Govt. of Mysore 136 to 140

42. " Sanitary Commissioner in Mysore 140 to 142

43. " Deputy Commissioner, Bangalore District 143 to 155

44. " Do Mysore District 156 to 165

45. " Do Kolar District 166 to 175

46. " Do Tumkur District 176 to 185

47. " Do Hassan District ~~186~~ 186 to 195

48. " Do Shimoga District 196 to 205

49. " Do Chitaldrug District 206 to 215

50. " Do Kadur District. 216 to 225

51. " President, District Board. Bangalore 226

52. " Do Do Kolar 227

53. " Do Do Mysore 228

54. " Do Do Tumkur 229

55. " Do Do Hassan 230

56. " Do Do Shimoga 231

57. " Do Do Chitaldrug 232

58. " Do Do Kadur 233

59. " Do Do Kolar Gold Fields. 234

60. Do Do , Bangalore City Municipal Council. 235 to 238

61. " Do , Mysore City Municipal Council 239 to 240

62. " Minor Municipalities.

Other Unit Officers.

1. The Chief Store-Keeper, Mysore Railways 241
2. " Loco Superintendent, Mysore Railways 242.
3. " Deputy Director of Public Instruction, Shimoga 243 to 250
4. " Do Mysore 251 to 255
5. " District Educational Officer, Bangalore 256-260
6. " Do Kolar 261-265
7. " Do Mysore 266-270
8. " Do Tumkur 271-275
9. " Do Hassan 276-280
10. " Do Shimoga 281-285
11. " Do Chitaldrug 286-290
12. " Do Kadur. 291-295
13. " Distruct Judge, Shimoga Division 296, 297
14. " Do Bangalore Division 298, 299
15. " Do Mysore Division 300, 301
16. " Superintending Engineer, Shimoga 302, 303
17. " Do Mysore. 304, 305
18. " Superintendent, Municipal Roads, Bangalore. 306-311.

Other Unit Officers.

1. The Chief Store-Keeper, Mysore Railways
2. " Loco Superintendent, Mysore Railways
3. " Deputy Director of Public Instruction, Shimoga
4. " Do Mysore
5. " District Educational Officer, Bangalore
6. " Do Kolar
7. " Do Mysore
8. " Do Tumkur
9. " Do Hassan
10. " Do Shimoga
11. " Do Chitaldrug
12. " Do Kadur.
13. " Distruct Judge, Shimoga Division
14. " Do Bangalore Division
15. " Do Mysore Division
16. " Superintending Engineer, Shimoga
17. " Do Mysore.

Suggestions: —

50 — 100
100 — 150
150 — 200
200 — 250

} both 1) ministerial & 2) Executive to be given percentages

Permanent
Temporary. 1918 — 1930

This Report to be referred to Lang. & Legislative Committee

This report is adopted with three additions

Subj (1) to be deferred

Subj (2) to be deferred back for Re How many appointed during the first year

Sub-(3) — Special cases of high academic qualifications may be approached in preference to B.T.s with the sanction of Govt.

Deferred — definite resolution on the subject to be awaited from the D.P.I.

Subj (4) — accepted.

5) ~~Accepted from~~ recorded

6) Invite the Chief Engr

Deferred.

A small Sub-committee to be definite suggestions to work out the scheme of Masons Staff Selection Board

1) Ch Secy
2) Mr Rengadoo
3) D.P.I
4) Bias
5) Mallaffer
6) Secy.
7) D.P.I.

Next meeting: —

Date — 3rd week March 1931

28th June 1930 will be placed before the PC when ready -

App X - Complete - 1. must be noted upon - brought to the notice of Ch: Secy
2. Minute of Dept should be prepared - (Mr. Mackenzie not known)

" "

Decennial report — to be deleted.

Present
G. G. P
A. P. G.
Mamaga Row Kadoor
Sylvester Rao
~~Prattapka~~ (attended late)

order :-
year 1927
more specifically brought down
Period 7 7½ 20
extended —

Report
Para Tutorial appts
14 Efficiency in teaching

Para 15 last sentence — omit.

Para 16.

Para 19 → Amelioration increased representation of the Community in the service.
(→ Legislative Council

Mallappa :- Sentence re appts :- Action to be taken on the Reports to be considered at the next meeting 11

(middle
20 - Thal

Para 13 :- The R. C who examined the q^n as regards the Revenue Department.

Para 21 — ~~(11) may be deleted~~. remains

Page 6 - Para 22 (12) - ~~to be deleted~~ remains

Suggestions: —

50 — 100
100 — 150
150 — 200
200 — 250

} both i) ministerial to be given percentages
2) Executive

Permanent
Temporary. 1918 — 1930

* will be the
Govt Report to be referred to Legislature hereafter

This report is adopted with the following additions

Subj (1) to be deferred

Subj (2) to be deferred duly
Re How many appointed people were during the first year

Sub-(3) — Special cases of high academic qualifications may be entertained in preference to B.T.s with the sanction of Govt

Deferred — definite resolution on the subject to be awaited from the D.P.I.

Subj (4) — accepted.

5) ~~Accepted from~~ recorded

A small Sub. committee to be definite suggestions to work out the Scheme of Masters Staff Selection Board

6) Invite the Chief Engr

Deferred.

1) Ch. Secy
2) Mr Ranjakar
3) D.P.I
4) Bias
5) Mallappa
6) Secy.
7) D.P.I.

Next meeting: —

Date 3rd March 1931
week.

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Para 26 Q — the rule in Office (CRRD no 1130) re right of children to [illegible] Scott)

"I am not in favour of giving a driver pay [illegible] the minimum, save exceptions as Decs. I found double-pay rule [illegible] in other Depts & [illegible] * rule is not [illegible] for giving [illegible] Scott.

Ref N. M
D 8.9.30

X — ✓

Para 17 Q — [illegible]

"I think it is unnecessary to [illegible] on Rs 60/- [illegible]

N. M
[illegible]

* V.g. where a man is really brilliant or [illegible] Scott if [illegible] or [illegible]

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form

-: Foreign Scholarships :-

1920-21.

1. Sri Kanakalakshmamma	Brahmin
2. Mr. C. Krishnaswamy Row	— do —
3. " S. Subrahmanya Iyer	— do —
4. " A.V. Raghavachar	— do —
5. " A. Subba Row	— do —
6. Miss Lazarus.	Christian
7 " Sultan Mohiudin	Mahomedan
8. " G. N. Annaiya	Banajiga

1921-22.

1. Mr C. Krishnaswamy Row	Brahmin
2. " V. Loganatha Mudr	Mudaliar
3. Miss Mary Chandy	Christian

1922-23.

1. Mr. P. M. Pavanjee.	Brahmin.
2. " T. Seshachelam.	Mudaliar
3. " T. Sivasankaraiya	Banajiga

1923-24.

1. B. Sanjiva Row.	Brahmin
2. M. D. Krishniengar	— do —
3. Cheluve Urs	Urs.

924-25.

1. B. R. Gundachar.	Brahmi
2. B. G. Sambasivan —	Mudaliar

925-26

1 Murari Naidu	Naidu
2 D. Narasimha Murthy	Brahmin

976-27

1 Mr Ponnambalam	Mudaliar
2. S & Mahurkar	Brahmin

1927-28.

1. Dr. C. Rangachar — Brahmin
2. M. Siddalingaiya — Lingayet
3. Shamshuddin — Mahomedan.

1928-29

1. P. H. Nanjappa
2. S. Sundara
3. Sri. B. Indiramma

1929-30.

1. Mr. N. Kini
2. A. C. Devaraj.

No. 2671-78/CRB

Central Recruitment Board

Public Offices,

Bangalore, dated 26th Nov 1939

M E M O.

The Thirty Eighth ordinary meeting of the Central Recruitment Board will be held in the Chambers of the Second Member of Council, in the old Public Offices at Bangalore at 8-30 A.M. on Thursday the 11th December 1939.

The agenda for the meeting is sent enclosed.

By Order,

Secretary,
Central Recruitment Board.

Agenda for the meeting of the Central Recruitment Board to be held on Thursday the 11th December 1930.

- - - - - - - - -

1. Scheme suggested by the Revenue Commissioner regarding the appointment of Probationary clerks on Rs 40/- per mensem in the District and Taluk offices so that they may eventually be absorbed in vacancies of Heads of Sections and Taluk Shirastedars.

2. Letter No. C 1003/30-31 dated 20/25th August 1930 from the Revenue Commissioner recommending that the recruitment rules may be duly modified so as to enable the vacancies of Head Gumastas being filled up from among experienced officials of Taluk offices instead of by direct recruitment.

3. Letter No. Al 823-104/30-31 dated 25th October 1930 from the Director of Public Instruction suggesting that the Rule relating to the preference to be shown to persons possessing Training qualifications may be suitably modified so as to make it clear that preference should be shown to trained men only when general educational qualifications are equal and the grade of training is suitable to such qualification.

Letter No. Al 2803/440 of 28-30 dated 17th October 1930 from the Director of Public Instruction stating that the existing system of appointing locally available Brahmin candidates in special vacancies when no Backward Class candidates are available even when the vacancy is advertised more than once, is defective and suggesting that in such cases applications received from Brahmin candidates for readvertised special vacancies may also be forwarded to the appointing officers.

Government Order No. D 7588/Edn. 134-29-2 dated 2nd January 1930 sanctioning the proposal of the Director of Public Instruction to advertise only places on Rs 25/- in the III Grade whether the vacancies occur in the same grade or in higher grades till the personal allowances of all the clerks on Rs 35/- and Rs 30/- who are given absorbable personal allowances in connection with the reallocation of the clerical staff consequent on the re-examination of the Inspectorate are absorbed as vacancies occur.

Secretary.
Central Recruitment Board.

Statement showing the percentages of various communities in the State Service for the years 1918 and 1929 (Ministerial)

upto 50 rupees.

	1918	1929
1. Brahmins.	69.1	67.9
2. Bedars.	0.1	.2
3. Sollars.	0.1	.4
4. Kshatriyas.	1.6	2.2
5. Kurubas.	0.4	1.3
6. Lingayats.	3.9	3.6
7. Mudaliars.	2.3	3.5
8. Naidus.	1.6	2.0
9. Vyshyas.	0.5	1.4
10. Telugu Banajigas.	0.8	1.1
11. Vokkaligars.	2.6	2.5
12. Other caste Hindus.	4.6	4.2
13. Jains.	0.4	0.6
14. Mohamedans.	6.2	4.7
15. Christians.	2.7	2.5
16. Other communities.	0.3	0.1
17. Adikarnatakas and other depressed classes.	0.5	0.6
18. Anglo Indians and Europeans.	0.3	0.5

Statement showing the percentages of various communities in the State Service for the years 1918 and 1929 (Ministerial

	1918	1929
1. Brahmins.	69.1	67.9
2. Bedars.	0.1	.2
3. Gollars.	0.1	.4
4. Kshatriyas.	1.6	2.2
5. Kurubas.	0.4	1.3
6. Lingayats.	3.9	3.6
7. Mudaliars.	2.3	3.5
8. Naidus.	1.6	2.0
9. Vyshyas.	0.8	1.4
10. Telugu Ramajigas.	0.6	1.1
11. Vokkaligars.	2.6	2.8
12. Other caste Hindus.	4.6	4.9
13. Jains.	0.4	0.6
14. Mohamedans.	3.2	4.7
15. Christians.	2.7	2.5
16. Other communities.	0.3	0.1
17. Adikarnatakas and other depressed classes.	0.5	0.6
18. Anglo Indians and Europeans.	0.3	0.5

Statement showing the percentages of various communities in the State Service for the years 1918 and 1929 (Ministerial)

	1918	1929
1. Brahmins.	69.1	67.9
2. Bedars.	0.1	.2
3. Gollars.	0.1	.4
4. Kshatriyas.	1.6	2.2
5. Kurubas.	0.4	1.3
6. Lingayets.	3.9	3.6
7. Mudaliars.	2.3	.5
8. Naidus.	1.6	1.0
9. Vyshyas.	0.5	.4
10. Telugu Banajigas.	0.8	1.1
11. Vokkaligars.	2.6	2.5
12. Other caste Hindus.	4.6	1.9
13. Jains.	0.4	0.6
14. Mohamadens.	8.2	4.7
15. Christians.	2.7	2.5
16. Other communities.	0.3	0.1
17. Adikarnatakas and other depressed classes.	0.5	0.6
18. Anglo Indians and Europeans.	0.2	0.5

G. R. S. III—3]

ROUTINE NOTES.

[To be used only for notes, requisitions, etc., not intended for permanent record]

The names of several non official Presidents of Municipalities are required, call for 'c' statements showing the composition of the municipalities. The L. S. G. Branch is requested to furnish the information

Sd/- K.K.A. 21.10.21

To L.S.G. Br.

Mangalore — Mr. H. V. Rao, Bangalore

Bangalore — Mr. A. Narasimha Iyengar

Shimoga — Mr. H. Venkatarama Iyengar

Tumkur — Mr. B. Srinivasa Iyengar

Chikmagalur — Mr. D. Kempe Gowda

Kolar — Mr. M. V. Rao

Chikmagalur — Mr. C. Vasudeva

Tiptur — Mr. G. Krishna (Recently elected and not yet notified)

N. B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

WD 1850—GPB—1,50 000—2-5-21

21/10/21

21/10

G. R. S. III—3]

ROUTINE NOTES.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

A draft calling for
c statements for the half-year
ending 30th June 1930, from
the non-official Municipal
Presidents, is put up for
kind approval.

RRA 25.10.30. KG

Issued 25/10/30

Issue No 2302-09/CRB 25.10.30

A week has elapsed &
not even a single
ind statement is forthcoming
A D.O. reminder is put up
for kind approval.

RRA 1.11.30 KG.

Issued 1/11/30

D.O. No 2425-31/CRB 4.11.30

N. B. —Should routine notes be written on small slips
the notes must be glued, or slips pasted on
this form.

& 1923

Re. MB

OFFICE OF THE PRESIDENT.

SAGAR TOWN MUNICIPAL COUNCIL.

O. Mc 169
30-31

Sagar, Dated the 5th November 1930.

CENTRAL RECRUITMENT BOARD
8 NOV. 19..
No. ... Dy

Dear Sir,

With reference to your D.O. No 21425-31 dated 4th instant, I am to state that the "C" statement showing the composition of the unit under me for the half year ending 30th June-1930 has already been sent to your Office vide this Office No Mc 163 of 30-31 dated 3rd Nov 30 I regret that it was not sent in time owing to change of clerks in the office

Yours sincerely,

To

D. C. Siddarayappa Esqr. BA., B.L.,

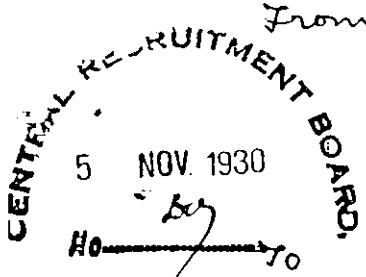
Secretary, Central Recruitment Board

Bangalore

₹ 1779
Co. RB

Ord 163/30-31
Encl

OFFICE OF THE PRESIDENT,
SAGAR TOWN MUNICIPAL COUNCIL,
Sagar, Dated the 1st November 1930.



From
The President,
Town Municipal Council,
Sagar

To the Secretary,
Central Recruitment Board,
Bangalore

Sir,

With reference to your letter No 2302-09 dated 25th October 30, I have the honour to forward herewith the "B" Statement showing the composition of the municipal ~~members~~ for the half year ending 30th June 1930.

No 2536/CRB
Dy 10-11-30

Submitted with a memo for favour of Signature
Dy 1/11

Issue Dy 6/11/30

I have the honour to be
Sir
Your most obedt Servant
A Nadakarni
President

No. G.T. 633

From

The President,
City Municipal Council,
MYSORE.

CENTRAL RECRUITMENT BOARD
3 NOV 1930
RECEIVED

No. Sir

3/11.

City Municipal Office
Mysore.
Dated 30th October 1930
3/11

To

The Secretary,
Central Recruitment Board,
Bangalore.

Referring to your letter No.2221-2272/C.R.B dated 24th October 1930, I have the honour to request you to kindly furnish me with a copy of the Circular No.499/548 C.R.B dated 22-7-29 referred to therein.

I have the honour to be,
Sir,
Your most obedient servant,

President.

PVR.

Submitted with a draft.
4.11.30.

Issue No. 2539 C.R.B dt. 8.11.30.
~~Issue No. 2432/C.R.B dt.~~ 6.11.1930

Appendix F G—1

SUBJECT.....

.....

.....

Diary No. of letter replied to 1745

General and Revenue Secretariat

( )

the 193 .

Date of issue 6.11.1930

Signed by.....

Copied by.....

Examined by.....

List of enclosures.....

Section

File No.

Serial No.

No. ~~2432~~/CRB 2530/CRB
Enclose

To

The President
Municipal Council
Hassan
Mysore

Sir,

As desired in your letter No. Cf. T. 633. of 30th 31st ult. I am directed to forward herewith a copy of ~~the~~ circular No 499-5748/CRB. of 22.7.25 and to request that ~~transmission of~~ the Statement required therein may kindly be sent as early as possible. I have etc

Dy Secretary
C.R.B

4.11.30

[over

WD 02550—GPB—25,000—25-6-30

From HCS
The Secretary,
Central Recruitment Board

Bangalore,
December 19, 30

To
The Chief Secretary to Govt.
QR

Sir, I have the honour to submit herewith a Report on the progress achieved in the matter of the appointment of members of backward communities to the public service in Mysore from 1921 to 1930.

INTRODUCTORY.

2. It is very nearly a decade since Government accorded sanction to a definite policy in respect of the encouragement to be shown to members of backward communities for entry into the public service in Mysore, and it is now proposed to take stock of the progress achieved during the course of the period and submit a consolidated report on the subject.

Reports as to the progress achieved in carrying out this policy have been published from year to year and Govt. have also had occasion more than once to take note of the defects brought to light and to direct the adoption of remedial measures for their removal.

Policy of Government.

3. In a comprehensive order passed in May 1921 on the recommendations of a Committee constituted under the Chairmanship of the late Sir Leslie Miller, Government directed that attempts should be made to increase the representation of backward communities in the public service in Mysore so as to raise the proportion of members of such communities in all head quarter and district offices of all departments gradually to 50 per cent of the total strength (exclusive of those in inferior service) within seven years.

Concessions offered.

4. With this object in view, they issued a standing instruction to the several officers authorised to make appointments in the public service to give preference to candidates of backward communities in making initial appointments so long as they possessed the prescribed minimum qualification, even though they may

be less qualified than other candidates. Certain other concessions were also granted, the principal among them being the following:-

(1) In respect of candidates of backward communities, the maximum age for entry into service was raised from 25 to 28 years.

(2) To enable backward communities to take advantage of the opportunities afforded for entry into public service, special facilities were offered in the shape of scholarships to members of such communities ~~to serve~~ so that it might as an incentive for them to take to higher education and qualify themselves for such service.

(3) The minimum qualifications required for the various grades of appointments were ~~ordered to be~~ revised and lowered in cases in which they were unduly high, keeping in view the character and nature of the services required in each department.

(4) While it was considered undesirable to abolish competitive examinations for direct recruitment to the higher ranks of the service, it was laid down as a ... policy to safeguard the interests of backward communities that an adequate number of candidates from among those classes should be selected by nomination on each occasion of recruitment by competition as heretofore.

(5) In view of the desirability of posting an increasing number of officers belonging to backward communities to the

head quarter offices, Government agreed to consider specially the claims of officers belonging to such communities in filling up appointments at head quarters.

Constitution of a Central Recruitment Board.

5. In order to achieve the required progress within the prescribed period, Government felt that special arrangements were necessary to ensure that qualified candidates belonging to backward communities and desirous of entering the public service secured appointments without undue delay. They accordingly directed the constitution of a Central Recruitment Board with a Member of Council as Chairman, three Heads of Departments and the Chief Secretary to Government as official members and one of the Assistant Secretaries to Government as Secretary. The Board had no power of direct appointment but had to act as a Vigilance Committee. It was charged with the responsibility of obtaining statistics of recruitment during each official year and reviewing the progress made in increasing the representation of different communities in the public service.

Functions of the Board.

6. The functions of this Board were defined as follows:-

(a) Calling for applications from all candidates, including Brahmins, desirous of securing appointments in the public service and preparing lists of such candidates showing the class or classes of appointments and the salary for which each

candidate was eligible with reference to ~~the~~ this qualifications, aptitude and preference ~~of the candidates.~~

(b) Forwarding copies of extracts of such lists to the several Heads of Departments and offices concerned.

(c) Calling for returns, statistics and other information relating to recruitment ~~and vacancies~~ in the several offices of the State and bringing irregularities to notice with a view to getting them remedied.

All appointments in the ministerial and executive ranks of the superior service have been ~~were directed to be~~ divided into four classes and the minimum educational qualifications required for the several classes have been ~~were~~ prescribed.

7. These functions were added to or varied from time to time in the light of the experience gained in the practical working of the Scheme. The registering and circulation of lists of vacancies have now been replaced by a publication in the Gazette and in some of the English and Vernacular newspapers and the Board is now charged with the duty of getting reports of appointments made in all advertised vacancies and taking suitable action under the orders of its Chairman to set right irregularities brought to light. 8. To regularise the proper classification of all vacancies arising in the various offices,

Progress in early years.

9. The Board had functioned scarcely for a year when it was found that the conditions created by the several orders of retrenchment issued in the year 1922 seriously affected the progress in the absorption of candidates of backward communities in the public service. As many as 574 posts were abolished as a result of retrenchments and officials who were thrown out of employment were ordered to be given preference over new candidates including those belonging to backward communities.

This classification was revised recently and it was also directed that with a view to permit of opportunities being given to members of backward communities to get absorbed in permanent vacancies, it has also been directed that a separate classification should be made of temporary vacancies which are merely temporary in nature and of those which are of a permanent nature.

Effect of retrenchments.

10. As the progress in re-absorbing discharged officials was necessarily slow owing to paucity of vacancies, there was also a corresponding retardation in giving effect to the policy of Government enunciated in the order passed on the report of the Miller Committee.

(5)

Adoption of special measures.

4. Government therefore thought it desirable (in an order passed in January 1923) to direct the adoption of the following special measures to overcome the disadvantageous position brought about by the orders of retrenchment referred to above:-

(1) It was directed that some vacancies should be created in the clerical and subordinate executive services up to and inclusive of the grade of Amildars by retiring some officials who had completed the qualifying service required for earning a pension equal to half their pay even though they may not have reached the age of superannuation. Lists of such officials were called for from the Comptroller Heads of Departments and Secretaries to Government and a Committee consisting of the late Mr. Mir Humza Hussain, Member of Council, as Chairman, the Revenue Commissioner, the Excise Commissioner, the Inspector General of Police, the Inspector General of Education and the Agent, Mysore Railways as members and the Secretary, Central Recruitment Board as Secretary was constituted to examine the lists and submit recommendations to Government as to the officials that might with advantage be retired from service.

(2) With a view to facilitate direct recruitment to the different grades of the subordinate executive services, three Probationerships were ordered to be created temporarily in each department for each grade of executive service, two of these

after calling for proposals in this behalf from the Heads of Departments concerned,

at least appointments being recruited by members of backward communities.

(3) As the system of requiring the Central Recruitment Board to prepare lists of eligible candidates and forwarding them to the appointing officers was found to be defective, it was directed in an order --- passed in October 1922 that on the occurren -ce of direct recruitment vacancies, intima- tion of such vacancies should be sent --- promptly to the Secretary of the Central Recruitment Board and that the latter should get a consolidated notice published in the Gazette for the information of the candi- dates giving full information regarding the departments where vacancies occurred and the qualifications required of candidates.

(4) As the constitution of the Central Recruitment Board was of too limited a character, the President of the Board was requested to invite the Heads of all major departments to the meetings of the Board when the quarterly returns were reviewed so that those officers and the members of the Board may have a common discussion of the progress of recruitment work during the quarters, (review the results achieved, (and in the light of the difficulties experienced, suggest ~~and the~~ modifications ~~if any~~ in the rules and procedure for ~~necessary to~~ securing better results.

11. The Committee appointed for the selection of men for retirement and for the absorption of discharged officials submitted their report in June 1923 and orders of

Government were passed thereon in July of that year. The lists received from the Heads of Departments and Secretaries to Government contained the names of over 1,800 officials who had put in not less than 25 years' qualifying service and the Committee recommended the retirement of 4 Amildars and 272 other officials. Their proposals were approved by Government with slight modifications.

Progress by 1923

13. About the middle of 1923, it was brought to notice that the minimum limit of 50 per cent representation of backward communities had been reached in the ministerial and executive services of the Medical Department and in the executive branch of the Police Department. Government therefore directed that appointments in the Medical Department (Executive and ministerial) and in the Executive branch of the Police Department be made on general considerations and that no preference need be shown to any particular class or community provided that the 50 per cent proportion continued to be maintained.

~~13.~~ FORMATION OF A SUB COMMITTEE.

14. In view of the large number of applications for the grant of exemptions from possessing the prescribed general educational qualifications for being appointed to vacancies and of cases of irregular appointments made in contravention of the Rules of Recruitment coming up for disposal, Government considered it desirable to order the formation of a Sub Committee of the Central Recruitment Board in December 1925 with the Revenue Commissioner as Chairman and three non-official gentlemen as Members to consider such cases and facilitate their disposal.

~~14.~~ PASSING OF DEPARTMENTAL TESTS.

15. This Committee recommended exemptions in ~~all~~ deserving cases and their recommendations usually met with the approval of Government. In order to provide further facilities for the entry of new recruits possessing no qualifications in departmental tests in appointments for which such tests have been prescribed, it was ordered in October 1928 that candidates possessing the general educational qualifications prescribed for such appointments should be entertained on probation subject to their being confirmed in their posts on passing the prescribed

departmental tests or tests within a period of two years. Provision was also made for the training of such candidates for a period of three months.

EXEMPTION OF TECHNICAL APPOINTMENTS.

16. The purely technical appointments in the Railway Department as well as in the Government Press were ordered to be taken outside the scope of the Central Recruitment Board as it was represented that technical knowledge and training were of greater importance in such cases than mere accademical qualifications.

REVIEW OF PROGRESS BY THE YEAR 1927.

17. It having been noticed in the year 1927 that the limit of 50 per cent - prescribed for the proportion of members of backward communities in the Public Service had been reached by only in departments, orders were issued about the middle of that year for regulating the allotment of vacancies to members of such communities in departments in which the prescribed limit had been reached as well as those in which it had not yet been reached. Instructions were also issued in the same order - about the procedure to be adopted in cases in which no eligible candidates belonging to backward communities - applied for vacancies advertised for such communities or having applied declined or failed to take up the appointments. The main principle kept in view in such cases was that such vacancies should as far as possible be utilised for providing for members of backward

MYSORE IRON WORKS TRAMWAYS

OFFICE OF THE SUPERINTENDENT,

No._____ *Bhadravati, Dated* 30/9/1930

My dear Mr. Subbarayappa,

The bearer Mr. Narayan Reddy is one of the retrenched clerks of Iron Works. He has passed the university Entrance examination & has put in about 7 years

OFFICERS AT HEAD QUARTERS.

36: The policy of posting an increasing number of officers belonging to backward communities to head quarter offices enunciated in the orders passed on the Report of the Mehta Committee has been steadily kept in view and such officers are being posted from time to time consistently with the exigencies of service both to the Central Offices of Government as well as to other important offices at head quarters

communities and it was only when several attempts in this direction proved infructuous that they could be allowed to be disposed of otherwise and that too with the specific sanction of Government in each case.

FACILITIES FOR EDUCATION.

18. One of the main recommendations put forward by the Miller Committee and accepted by Government for the amelioration of the backward communities in the State related to the provision on a liberal scale for the award of scholarships to members of such communities. An annual grant of Rs. 1,00,000 was ~~accordingly~~ sanctioned in the year 1917 for the award of scholarships among the students of backward classes. This served as a great fillip ~~and~~ in encouraging the members of such communities to take to higher education to a much larger extent than was the case before. The grant was increased by Rs. 8,000 in the year 1925 and by another Rs. 2,000 in the year 1928. But even this was found to be inadequate to the growing demand, especially in the High School and University grades of education. Government recognised that the scheme had served as a most potent factor in the uplift of the great mass of population in the State and that it had very materially increased the number of pupils from backward communities in the Schools and Colleges and had resulted in the

spread of enlightenment among the bulk of the people. It was also recognised that it was mainly due to this measure that communities which formerly did not seem to appreciate the benefits of education were eagerly pressing forward and asking for further facilities. Government were therefore pleased to accord sanction in November 1928 to an additional annual grant of Rs. 50,000 for the award of scholarships to students of backward classes including Mohamaden and Depressed Class students.

COMMITTEES FOR THE AWARD OF SCHOLARSHIPS.

19. With a view to facilitate the award of these scholarships to deserving members of various communities, District Ad Hoc Committees were appointed with non-official members of different communities as members. Similar Committees were have also been constituted for safeguarding the interests of students in the matter of admissions and award of freeships in Schools as well as admissions to technical colleges and schools such as the Medical and Engineering.

P. FOREIGN SCHOLARSHIPS.

20. The policy that has actuated Government to provide facilities for the education of members of backward communities in institutions within the State has also been steadily pursued in the matter of showing encouragement to ~~them~~ such members to undergo training in Foreign Universities as well. This policy was specifically enunciated in the order passed in May 1920 on the proposals

of the Foreign Scholarship Committee and it was directed therein that of the two Damodardas and two State scholarships awarded annually to students undergoing advanced studies in foreign countries, one should be reserved for a suitable candidate belonging to one of the educationally backward classes in the State. Of the 27/such scholarships awarded for foreign training between the years 1920 and 1930, as many as 15 have been awarded to members of backward communities.

20. NOMINATIONS TO THE CIVIL SERVICE.

21. Another important recommendation made by the Miller Committee related to the desirability of providing for nominations of members of backward communities to the grade of Assistant Commissioners whenever candidates were selected for such appointments by the results of competitive examinations. Out of ...32..appointments made to the Civil Service in this manner between the years 1918 and 1930, as many as..16. have been made by the nomination of qualified members of backward communities. A similar policy is also being pursued in selecting competent officers for acting vacancies of Assistant Commissioners as well as for certain other higher ranks of the service such as Magistrates and Munsiffs, District Eco-

Economic Superintendents and the like.

21. APPOINTMENT OF REVENUE PROBATIONERS.

22. In accordance with the policy enunciated in the order of January 1923 referred to in paragraph 11 supra, proposals were received from the Director of Geology, the Superintendent, Government Printing, the Director of Industries and Commerce, the Agent, Mysore Railways and the Inspector General of Education for the appointment of Probationers in their departments. The Revenue Commissioner also submitted comprehensive proposals for recruitment to the Revenue Department including the appointment of Probationers. Government came to the conclusion that the need for the appointment of Probationers in departments other than the Revenue was not very urgent and directed that, with a view to improve the Amildari service by recruiting candidates fitted by education, character and executive capacity, six Probationers be appointed with adequate representation for backward communities. 23. They also directed that the list of candidates eligible for the Amildari and Deputy Amildari be revised so as to provide for the addition of the names of men belonging to backward communities in the Revenue and other departments whose pay is not less than Rs. 50/- and who have qualified themselves by passing the Revenue

AMILDARI ELIGIBILITY LIST.

Higher and Criminal Higher examinations.

24. This policy is being steadily followed from year to year and out of..... Revenue Probationers appointed between the years 1923 to 1930, as many as..... are from candidates belonging to backward communities. The number of officials belonging to such communities whose names were included in the list of candidates eligible for Amildari and Deputy Amildari during the same period was.....out of a total of..... members of all communities so included in the list.

25. To further accelerate the recruitment of members of backward communities to the Amildari service, it has been directed in the latest order passed this year that, from among the candidates whose names are included in the Eligibility list, ~~the number of backward communities should be selected~~ selections from backward communities for two out of every three vacancies ~~for being posted to the appointments~~ of Amildars and Deputy Amildars, ~~should be twice as much as from among Brahmins~~.

26. These measures have had a decided effect in improving the representation of backward communities in the Amildari service which is a most important branch of the administration. Out of a total number of..... permanent and acting Amildars, as many as.....27..... are officials belonging to backward communities.

PROBATIONERS IN OTHER DEPARTMENTS

~~22.~~ 27. Probationers have recently been appointed ~~to~~ in some other departments of the State service such as

APPOINTMENT OF REVENUE INSPECTORS.

28. The post of Revenue Inspectors is another important appointment which has an intimate contact with the rural population of the State. Out of ~~a~~ 308 such appointments in the year 1918, only 111 were held by members of backward communities. A scheme for the direct recruitment of Probationary Sheikdars was sanctioned in August 1924 and when the designation of these officers was changed to that of Revenue Inspectors and their pay and prospects were also improved, a need was felt to prescribe higher qualifications and ~~proper~~ training and also to provide for an adequate number of qualified members of backward communities

passed in April and July 1929 prescribing the necessary qualifications and ~~also~~ training and also ~~fixing~~ directing that two out every three vacancies should be filled up by direct recruitment and that 75 per cent of the appointments made by direct recruitment should be reserved for members of backward communities. These orders have had the effect of giving a good opportunity for increasing the representation of backward communities candidates from in this important Appointment in the Revenue department.

Sericultural, Police and Military and
in these cases also, the General Princip
of providing for an adequate representa-
tion of backward communities has been
steadily kept in view.

INCREASED REPRESENTATION IN KEY APPOINTMENTS.

Although there has been some improvement in the proportion of members of backward communities in the State Service for the past ten years, it must be admitted that the results achieved so far have not been commensurate with the amount of thought and trouble devoted to the subject, as the activities of the Central Recruitment Board have at present been confined to the watching of the recruitment of officials on low salaries such as Clerks, Primary School Masters etc., The question of appointing a Staff Selection Board to see to the introduction of adequate representation of backward communities in the higher ministerial and gazetted ranks of the service was considered by Government in the early part of last year and it was decided that the question as to what measures were necessary to improve the representation in one or two departments might be examined by the Board and definite proposals submitted to Government for orders. The Revenue Commissioner who examined the question has expressed the opinion that, so far as the recruitment to the grade of Assistant Commissioners and Amildars is concerned, the existing system contains adequate safeguards to secure proper representation of backward communities — and no change appears called for in it. But the case is different in regard

to important ministerial appointments in the Revenue department such as those of District Sheristedars, Taluk Sheristedars, Head Accountants, Head Gumastas and so on. The Rev. Comm[r] brings to notice that the proportion of members of backward communities holding these offices is exceedingly small and that most of officials now holding these appointments do not possess any high qualifications and these defects have re-acted on the Subordinate service in as much as the class of recruits got by promotion are not generally of a very high standard. He considers that, unless there is some radical improvement in the methods of recruitment to these higher ministerial appointments, there is no likelihood of improving the efficiency of these offices or of increasing the representation of backward communities. He has therefore submitted a scheme for the appointment of Probationary Clerks so that they may after the necessary training for a year or two be able to fill the important ministerial appointments referred to above. The question is under consideration.

APPOINTMENTS IN THE UNIVERSITY.

30. The question of regulating appointments in the University came up for consideration in the year 1928 and orders were passed in August of that year - issuing definite instructions with regard to appointments in the tutorial staff of the University. While it was agreed that the main consideration in all tutorial appointments should be the efficiency of teaching in the University and that ~~that~~ such a consideration should be regarded as paramount, it was at the same time urged that the University should keep in view the desirability and importance of securing adequate represention of backward communities on its tutorial staff as far as may be with due regard to efficiency. All appointments of and above the grade of Assistant Professors were directed to be advertised by the University as heretofore while those in vacancies below that grade were directed to be advertised through the Central Recruitment Board.

~~24.~~ 31. It having been observed that the composition of the tutorial staff of the University in March 1929 consisted of 233 members, of whom so few as 35

35 belonged to backward communities, the University (council) sent up a Resolution to Government to the effect that, when candidates of all communities applied for a vacancy, the candidate of a backward community should be preferred to another of approximately equal qualifications. Orders approving of this resolution were passed in April 1929 and several appointments have been made under these orders although the number of such appointments made is not considerable.

APPOINTMENTS IN THE EDUCATION DEPARTMENT.

32. As it was ~~represented~~ brought to notice that the representation of members of backward communities in the executive service of the Education Department was not adequate, orders were issued about the beginning of 1930 directing the addition of four posts of Assistant Inspectors in the grade of Rs. 75-10-125 and the posting of competent officials of backward communities to these grades.

Appointments under Municipalities

33. Rules were issued in the years 1925 and 1927 to provide for the employment of Govt officials to certain appointments under the Town and Minor Municipal Councils and the Bangalore City Municipal Council. But no rules had so far been issued under sections 186(f) and 187 of the Municipal Regulation to regulate the appointment of persons who were not officials of Govt employ. Orders were therefore issued in October 1930 making certain Rules for determining the mode and conditions of appointing non-gazetted officers in the superior service of the Municipal Councils in the State. According to these Rules, all Municipal Councils in the State including the two City Municipalities were bound to conform to the Rules of Recruitment in making appointments in their establishments.

Appointments in the Secretariat

34. Appointments in the Secretariat were recently outside the scope of Recruitment Rules. Orders were passed in October 1934 introducing these rules into the General and Revenue Secretariat and its associated offices. In order to increase the representation of backward communities in the Secretariat it was also directed that in all future vacancies occurring in the Secretariat for the next two years, candidates of backward

Communities should be appointed if available. Action taken in this direction has enabled a good many qualified candidates of backward Communities getting an opportunity of securing a footing in the central offices of Govt, the number of such candidates so appointed being ... since the passing of the order.

35 Representation of Depressed Classes

No report relating to the amelioration of backward communities can be considered complete, if it has no reference to the action taken for the improvement of Adi Karnatakas and Adi Dravidas who come under the term Depressed Classes. Govt have taken steps in several directions for promoting the material and welfare of these classes such as by the system of land grants, establishment of agricultural colonies, opening of special Co-operative societies, creation of special facilities for their education. But for purposes of this report attention may be confined to the action taken for providing for the representation of members of these class in the public service of the State.

Orders were passed in February 1922 stating that Govt viewed with sympathy the prayer of members of these classes in the matter of showing special

preference to candidates of depressed classes in the matter of appointments in the public service and directed that qualified candidates of such classes seeking employment in Govt departments should be given the first preference. Reports having however reached Govt that the instructions issued already had given rise to divergent views as to the principles that should be adopted in selecting candidates belonging to depressed classes for appointment, Govt issued clear instructions in April 1925 as to the extent to which preference should be shown to members of these classes in General as well as in Special Vacancies. There is reason to believe that these Rules have enabled several candidates of backward communities to secure appointments suited to their qualifications in various offices in the State.

CONCLUSION

3 (a) The main items of progress dwelt in detail in the foregoing paragraphs may be summarised as under:—

this report, it would perhaps be enough if attention was confined to the action taken for providing for the representation of members of these classes in the public service of the State. ~~Orders were passed in February 1922 stating that Government viewed with sympathy the prayer of members~~ Several representatives of these classes ~~in the matter of shewing~~ having repeatedly urged for special preference ~~to~~ being shown to qualified candidates ~~of depressed classes~~ among them in the matter of securing appointments suited to their qualifications. ~~in the public service, and directed~~ that qualified candidates of such classes seeking employment in Government departments should be given the first preference. ~~Reports having however reached Government~~ But as it was represented that ~~the instructions issued already~~ these directions had given rise to divergent views as to the principle that should be adopted in selecting candidates belonging to depressed classes for appointment, ~~Government~~ a fresh order was issued giving clear instructions in April 1929 as to the extent to which preference should be shown to members of these classes in General Vacancies as well as in Special Vacancies reserved for members of backward communities. There is reason to believe that these ~~rules~~ orders have enabled several candidates of ~~backward communities~~ Depressed Classes to secure appointments suited to their qualifications in various offices in the State.

Govt. viewed their ~~representation~~ prayer with sympathy and ~~in~~ directed in an Order passed in February 1922

36 ~~35~~. See Slip. See first page.

C O N C L U S I O N.

Black ink & single line as in the case of previous headings.

~~38~~ ~~36~~. The report may now be concluded with the following brief summary of the main items of progress dwelt in detail in the foregoing paragraphs ~~may be summarised as under~~:--

(1) A policy was laid down in May 1924 that attempts should be made to increase the representation of backward communities in the public service so as to raise the proportion ~~of~~ to 50 per cent of the total strength within 7 years.

(2) A Central Recruitment Board was constituted to serve as a Vigilance Committee in respect of appointments made in the various departments of Govt and to watch the progress made in increasing the representation of backward Communities in the public service from time to time.

(3) Retrenchments effected in the year 1922 seriously affected the progress in the representation ~~of backward communities in the public service~~. And certain special

(17) Orders were issued in October 1930 directing all Municipal Councils to conform to the Rules of Recruitment in making appointments on their establishment.

(18) ~~The General~~ The Rules of Recruitment were made applicable to the General & Revenue Secretariat [and it's ass in the] December 1926 and ... members of backward communities have been appointed to the Secretariat since then.

(19) Provision has been made for preference being shown to members of Depressed Classes ~~to~~ in the matter of getting appointments in the public service.

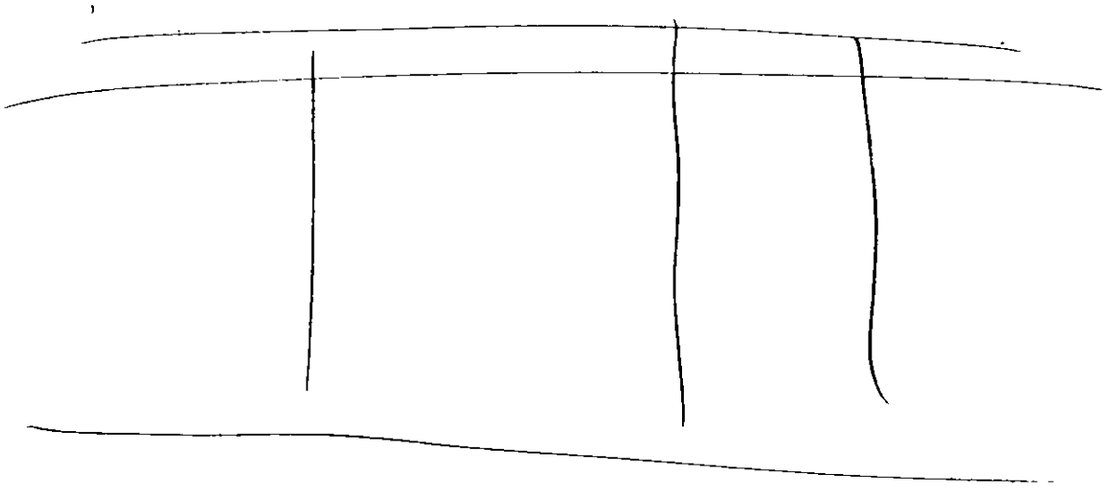
(20) Officers of backward communities are being posted in increasing numbers to [improvement] head quarter offices.

(21) ~~The~~ 50 per cent limit [in respect of ministerial appointments has been reached in 10 out of 65 offices.] I have ~~se~~ Secretary CRB

There has been no marked improvement in the percentage of backward communities in the higher ranks of the service. But

PROGRESS OF RECRUITMENT IN TEN YEARS.

~~36.~~ 37. The following table shows the percentage of appointments of various grades held by ~~Brahmins~~ members of backward communities in ~~between~~ the years 1918 [and] 1930:—



From the above, it will be seen that the percentage ~~has not~~ in respect of backward communities [in the higher ranks of the service has not] shown any marked improvement since 1918. ~~But~~ The 50 per cent limit in respect of ministerial appointments coming within the purview of the Central Recruitment Board in 10 out of 65 offices in the year 1929-30

Central Recruitment Board.

—oo—

Decennial Report

for

1921 to 1930

List of probationary Asst Commissioners Appointed by Nomination from 1921 to 1930

1921
1922
1923
} No examination was held nor any nomination made.

Year	Name of Officer	Community to which he belongs
1924	(1) Mr R. Ramachandra Rao Bahadur	Bhavasara Kshatriya
	(2) Mr Safdar Hussein	Mahomedan
	(3) Mr D. Krishna Rao	Jain
B	(4) " K. Seshadri Iyer	Brahmin

1925
1926
1927
} No examination was held nor any nomination made.

1928	(1) Mr A.C. Nirvani Gowda	Lingayet
	(2) Mr Saki Darasha	Parsi.

List of Probationers of all Depts (from 1921 to 1930)

Year	Dept	Name of Officer	
1921	Geology	B Mr A. N. Anantaramiah (now an Amildar)	
1923	Forest	B Mr M.S. Rangachar	
—do—	Revenue	B Mr N. Madhava Rao	Appointed Prot. Asst. Commissioners in 1925
		" Safdar Hussein	
		" T. B. Mallavadhya	
		" H. Niranjanraj Urs	
		" B. N. Seetharamayya	
		" B. P. Saraf	
		" B. T. Kempanna	
		B " M. Ramaswamiah	
		" N. Puttarangaswamy	
		" Abdul Azeem (1925)	
1924	Press	Mr B. Krishnaswamy Chetty	
1925	Account Dept	B Mr V. J. Srinivasan	
		" B. V. Narayana Reddy	
		B " G. Subrahmanyam	
		" V. Loganatha Mudaliar (deceased)	
—do—	Police	Mr J. L. Bowring (resigned)	
1926	Revenue	Mr B. Machappa	
		B " K. P. Ramanthaya	
		" Thippe Rudriah	
		" A. S. Khaleel	
		" L. Muniswamy	
		" George Matthan	
—do—	Police	" R. Muthoji Rao Sir	
		" Sri K. Somappa	

1927.	Press.	Mr D. S. Gumbasappa
1928	Revenue Dept.	Mr N. Santaniva Rao Naidu
		" B. Muddu Krishna
		" H. V. Pallegar
		" G. A. Narayana Setty
		" H. M. Boranna
		" L. Kantaraj Urs.
		" Mahomed Ahmed
— do —	Railway	Mr Mir Enayeth Hussein
		B " M. Narayanan
		" B. G. Ramakrishna Nai
		" ~~[illegible]~~
		" ~~[illegible]~~
		" ~~[illegible]~~
— do —	Forest	B Mr K. Krishnaswamy
1929	Railway	B " M. Srinivasa Murthy
		" B. H. Srikantia
		" D. Venkataraswamy
— do —	Forest	" M. A. Muthanna
— do —	Revenue	" M. K. Appajappa
		" Chick Narayanaswami
		" C. G. Machia
		" S. Hemiranjappa
		" T. Rangadhamiah
		" R. J. Rego
		B " K. Seshagiri Rao

1929 Health Probationers B Mr S. Seshagiri Rao
B " V. Narasimha Murthy
B " E. Anantha Rao (Last)
~~(Appointed in place of~~
Mr A.S. Venkatachalam
Resigned).

1930. Revenue B Mr C.B. Shankara Iyer
" D.R. Chennamdraya
" Abu Baker
" Beerappa
" S.P. Gundasetty
" H. Ramaraj Urs.

—do— Mining B Mr R.S. Batni

Proof for apl

5.3.31

Government of his highness the Maharaja of Mysore.

GENERAL AND REVENUE DEPARTMENTS.

G. O. No. G. dated March 1931.

READ—

Letter No. 3664, dated 10th February 1931, from the Secretary, Central Recruitment Board submitting a report on the progress achieved in the matter of appointment of members of Backward Communities to the public services of the State during the year 1921-30. (Printed as an annexure.)

ORDER NO. , DATED MARCH 1931.

1) The report has been prepared in response to a desire expressed in the Representative Assembly and the Legislative Council, that a short account of the results of the action taken to increase the proportion of backward communities in the public service during the past 10 years should be published for general information.

2) In Government Order No. 1827-80—E. A. G. 308, dated 16th May 1921, it was laid down that a definite standard of representation should be adopted and that the proportion of members of backward communities in all head-quarter and District offices of all departments should be raised to 50 per cent of the total strength of these offices within a period of 7 years. The report submitted by the Central Recruitment Board gives a summary of the measures taken in persuance of this subject, the difficulties met with from time to time and the manner in which they have been successfully or partially overcome. It contains also an analysis of the composition of the service in the grades of appointments subject to the scrutiny of the Board.

3) It is seen that the standard of 50 per cent laid down in the Government Order referred to above has been reached in 33 executive and 12 clerical establishments, out of a total of 72 such establishments. The executive staff contains nearly 16,000 hands, of whom over 50 per cent are members of backward communities. In the case of clerical establishments, consisting of 6,083 hands, the proportion reached is approximately one-third. It is observed, however, (*vide* Appendix IV) that the proportion has been steadily on the increase from year to year (though it fall short of the standard of 50 per cent) in respect of some of the important clerical establishments.

4) Appendix V of the Report show the composition of the services in 1918 (according to the figures compiled by the Miller Committee) as compared with that in June 1930.

5) A comparison of the two sets of figures shows that during the years 1918-1930, there has been a perceptible reduction in the proportion of Brahmins in public service and a corresponding increase of the backward communities, particularly Mahomedans, Lingayets, Vokkaligars, Other Caste Hindus and Indian Christians. ~~That these communities have maintained and improved their relative numerical superiority in the service is explained by the fact that they are educationally more advanced than the other non-brahmin communities~~ and contribute a large number of qualified candidates for public employment ~~as will be seen from~~ Appendix VI of the Report ~~showing~~ the number of applications dealt with by the Central Recruitment Board during the years 1928-29 and 1929-30.

6) Another significant and welcome fact that emerges from the comparison is that members of the depressed classes have begun to find employment in the public service. The largest number among them are working in the Education Department as School Masters but a few are found in other establishments as well.

7) While acknowledging that some progress has been made in increasing the proportion of backward communities in service, the report draws attention to the fact that the progress has been inadequate and is confined for the most part to the lower grades of appointments with which alone the Board has hitherto been directly concerned. Lately, however, the Board has, with the consent of Government undertaken a study of the situation as regards higher grades of the service also and their conclusions on the subject are awaited.

8) In judging the rate of progress that has been or is likely to be achieved it has to be remembered that any perceptible change in the composition of the service must necessarily be slow and gradual. The new hands entertained in a year form but a small proportion of the total strength of the establishments and the process of replacement must be more difficult and more prolonged in the case of superior appointments. These appointments are generally made by promotion from the lower ranks with reference to the capacity, efficiency and experience of the selected officials. The scope for direct recruitment to the higher grades of service is necessarily small but within this limited sphere attempts are being made for giving increased representation to members of backward communities as will be seen from the following statement:—

Name of Department	No. of Probationers nominated since 1921	No. of members belonging to backward communities
REVENUE.		
(a) Revenue Probationer ..	36	31
(b) Probationary Assistant Commissioners	6	5
Railways	6	[illegible]
Accounts	4	2
Health	4	1
Police	3	3
Press	2	2
Forest	4	2
Geology	2	[illegible]

9) The task of the Central Recruitment Board has been no light one. While the results to be attained have been laid down with precision, it has been no easy matter to devise a system and procedure by which these results could be achieved in practice. During the earlier years of the period under review, progress was slow owing to the small number of candidates belonging to backward communities offering themselves for appointment, to the want of a uniform understanding among appointing officers to the existence of a large number of special cases which demanded exceptional treatment and more than all to the novel character of the work which had to be developed by a process of a trial and elimination. With the accumulation of experience, however most of the initial difficulties have been removed and a system has now been evolved and standardised, which ensures that 75 per cent of the vacancies arising in the service are invariably offered in the first instance to members of the backward communities. The reports of the Central Recruitment Board for the past three years show that the actual results are a close approximation to the revised standards.

10) Government wish to take this opportunity of placing on record their appreciation of the services of the officers and more specially of the non-official members who constituted the Board from time to time.

N. MADHAVA RAO,
Chief Secretary to Government.

To—The Members of the Central Recruitment Board.
The Compiler, *Mysore Gazette.*
The Heads of Departments.
The Deputy Commissioners of Districts.
The Other Unit Officers.

Exd—P. S. R. N.

W D 1927—GPB—545—4-8-31

Proceedings of the Government of H.H.
the Maharaja of Mysore.

****

Read:-

Letter No. 3664 dated 10th February 1931 from the Secretary, Central Recruitment Board submitting a report on the progress achieved in the matter of appointment of members of backward communities to the public services of the State during the years 1921-1930. (Printed as an annexure.)

Order No.

Dated, Bangalore the 1931.

The report has been prepared in response to a desire expressed in the Representative Assembly and the Legislative Council ~~and shared by the Government~~, that a short account of the ~~steps~~ results of the action taken to increase the proportion of backward communities in the public service ~~and of the progress made in this respect~~ during the past 10 years should be published for general information.

In Government Order No. 1827-80/L.A.Q. 308 dated 16th May 1921, it was laid down that a definite standard of representation should be adopted and that the proportion of members of backward communities in all head-quarter and district offices of all departments should be raised to 50 per cent of the total strength of these offices within a period of 7 years. The report submitted by the Central Recruitment Board gives a summary of the measures taken

~~from time to time~~ in pursuance of this object, the difficulties met with from time to time and the manner in which they have been successfully or partially overcome. It contains also an analysis of the ~~present~~ composition of the services in the grades of appointments subject to the scrutiny of the Board.

It is seen that the standard of 50 per cent laid down in the Government Order referred to above has been reached in 33 executive and twelve clerical establishments, out of a total of 72 such establishments. The executive staff contains nearly 16,000 hands, of whom over 50 per cent are members of backward communities. In the case of clerical establishments, consisting of 6,083 hands, the proportion reached is approximately one-third. It is observed, however, (vide Appendix IV) that the proportion has been steadily ~~and slowly~~ on the increase from year to year ~~and it would seem probable that~~ (though it falls short of) the standard of 50 per cent ~~would be reached within a few years~~ in respect of Some of the important clerical establishments ~~also~~.

The following table shows the composition of the services in 1918 (according to the figures compiled by the Miller Committee) as compared with that in June 1930.

A comparison of the two sets of figures shows that during the years 1918-1930, there has been a perceptible reduction in the proportion of Brahmins in public service and a corresponding increase of the backward communities, particularly Mahomedans, Lingayets, Vokkaligars Madaliars and Christians. That these communities have maintained ~~or even~~ and improved their relative numerical superiority in the service is explained by the fact that they are educationally more advanced than the other non-brahmin communities and contribute a larger number of qualified candidates for public employment, as will be seen from ~~the figures given in the margin of~~ the Report showing the number of applications dealt with by the Central Recruitment Board during the years 1927-28, 1928-29 and 1929-30.

Another significant and welcome fact that emerges from the comparison is that members of the depressed classes have begun to find employment in the public service. The largest number among them are working in the Education Department as school masters of ~~Adi Karnataka Schools~~ but a few are found in other establishments as well.

While acknowledging that some progress has been made in increasing the proportion of backward communities in the service, the report draws attention to the fact that the progress has been inadequate and is confined for the most part to the lower grades of appointments with which alone the Board has hitherto been directly concerned. Lately, however, the

Board has, with the consent of Government undertaken a study of the situation as regards higher ~~appointments~~ grades of the service also and their conclusions on the subject are awaited.

In judging the rate of progress that has been or is likely to be achieved, it has to be remembered that any perceptible change in the composition of the service must necessarily be slow and gradual. ~~Even if it were possible to secure qualified non-brahmin candidates for every vacancy that occurred and to suspend the recruitment of Brahmins (a condition which cannot be fulfilled in practice or as a matter of fairness) still the~~ The new hands entertained in a year ~~would~~ form but a small proportion of the total strength of the establishments and ~~would not materially alter their general character~~. The process of replacement must be more difficult and more prolonged in the case of superior appointments. These appointments are generally made by promotion from the lower ranks, ~~not on communal considerations but~~ with ~~sole~~ reference to the capacity, efficiency and experience of the selected officials. ~~And as explained in para 6 of the Government Order No. 1027-30/6.A.9. 308 dated 16th May 1921, no other consideration can be allowed to enter into the question of promotion.~~

The scope for direct recruitment to the higher grades of the service is ~~therefore~~ necessarily small but with this limited sphere, ~~no opportunity has been neglected of~~ attempts are being made to giving increased representation ~~in the higher services~~ to members of backward communities, as will be seen

from the following statement:-

Name of Department.	No. of Probationers appointed since 1921. nominated		No. of members belonging to backward communities.	
Revenue Branch	36		31	
(a) Rev Branch	6		5	
Railway (b) Rly Branch	6	-	3	-
Accounts	4	-	2	-
Health	4	-	1	-
Police	3	-	3	-
Press	2	-	2	-
Forest	4 3	-	2	-
Geology	2	-	-	-
	10	6	4	

The task of the Central Recruitment Board has been no light one. While the results to be ~~kept in view~~ attained have been laid down with ~~unmistakable~~ precision, it has been no easy matter to devise a system and procedure by which these results could be achieved in practice. During the earlier years of the period under review, progress was slow owing to the small number of candidates belonging to backward communities offering themselves for appointment, to the want of a uniform understanding among appointing officers, the existence of a large number of special cases which ~~on consideration of fairness~~ demanded exceptional treatment and more than all to the novel character of the work which had to be developed by a process of trial and elimination. With the accumulation of experience, however, most of the initial difficulties have been removed and a system has now been evolved and standardised, which ensures that 75 per cent of the vacancies arising in the service are invariably offered in the first

instance to members of the backward communities. The reports of the Central Recruitment Board for the past three years show that the actual results are a close approximation to the revised standards.

Government wish to take this opportunity of placing on record their appreciation of the services of the officers and more specially of the non-official members who constituted the Board from time to time. ~~Their earnestness and perseverence have enabled~~ the Board to discharge its ~~task with a fair degree of success and~~ with the ~~promise of more assured progress in future.~~

Chief Secretary to Government.

To

The Member of the C.R. Board.

compiler, Nagpur Gazette etc

CENTRAL RECRUITMENT BOARD.

-ooo-

DECENNIAL REPORT
for
1921 to 1930.

CENTRAL RECRUITMENT BOARD.

No.

C.R.B.

Public Offices.

Bangalore, dated Dec.1930.

From

D.C. SUBBARAYAPPA, Esq., B.A., B.L.,
Secretary, Central Recruitment Board.

To

R. RANGA RAO, Esq., B.A., B.L.,
Offg: Chief Secretary to the
Government of Mysore, Bangalore.

Sir,

I am directed to submit herewith a Report on the progress achieved in the matter of the appointment of members of backward communities to the public service in Mysore from 1921 to 1930.

2. It is nearly a decade since Government accorded sanction to a definite policy in respect of the encouragement to be shown to members of backward communities for entry into the public service in Mysore. Reports as to the progress achieved in carrying out this policy have been published from ~~year~~ time to ~~year~~ time and Government have more than once taken note of the defects brought to light and directed the adoption of remedial measures for their removal. It is now proposed to take stock of the progress achieved so far and submit a consolidated report on the subject.

3. In 1921, Government directed that attempts should be made to increase the representation of backward communities in the public service in Mysore so as to raise the proportion of members of such communities in all head quarter and district offices of all departments gradually to 50 per cent

of the total strength (exclusive of those in inferior service) within seven years.

4. With this object in view, they issued instructions to all officers authorised to make appointments in the public service that preference should be given to candidates of backward communities in respect of initial appointments provided they possessed the prescribed minimum qualification, even though they may be less qualified than other candidates. Certain other concessions were also granted, the principal among them being the following:--

(1) In respect of candidates of backward communities, the maximum age for entry into service was raised from 25 to 28 years.

(2) To enable backward communities to take advantage of the opportunities afforded for entry into public service, special facilities were offered in the shape of scholarships to members of such communities.

(3) The minimum qualifications required for the various grades of appointments were revised.

(4) While it was considered undesirable to abolish competitive examinations for direct recruitment to the higher ranks of the service, it was laid down as a policy that an adequate number of candidates from among backward communities should be selected by nomination on each occasion of recruitment by competition.

(5) In view of the desirability of posting an increasing number of officers belonging to backward communities to the head quarter offices, Government agreed to consider specially the claims of officers belonging to such communities in filling up appointments at head quarters.

5. To ensure that the intention of Government was given effect to by appointing officers, Government directed the

constitution of a Central Recruitment Board with one of the Members of Council as Chairman, three Heads of Departments and the Chief Secretary to Government as official Members, three representatives of the principal backward communities in the State as non-official members and one of the Assistant Secretaries to Government as Secretary. The Board had no power of direct appointment, but had to act as a Vigilance Committee. It was charged with the responsibility of obtaining statistics of recruitment during each official year and reviewing the progress made in increasing the representation of different communities in the public service.

6. The Board had functioned for scarcely a year when it was found that the conditions created by retrenchment effected in the year 1922 seriously affected the progress in the absorption of candidates of backward communities in the public service. As many as 574 posts were abolished as a result of these retrenchments and officials who were thrown out of employment were ordered to be given preference over new candidates including those belonging to backward communities.

7. As the progress in re-absorbing discharged officials was necessarily slow owing to paucity of vacancies, there was also a corresponding retardation in giving effect to the policy of Government enunciated in the order passed on the report of the Miller Committee.

8. Government therefore thought it desirable in an order passed in January 1923 to direct the adoption of the following special measures to overcome the disadvantageous position brought about by the orders of retrenchment referred to above:--

(1) It was directed that some vacancies should be -

created in the clerical and subordinate executive services up to and inclusive of the grades of Amildars by retiring some officials who had completed the qualifying service required for earning a pension equal to half their pay even though they had not reached the age of superannuation.

(2) With a view to facilitate direct recruitment to the different grades of the subordinate executive services, three Probationerships were ordered to be created temporarily in each department for each grade of executive service, after calling for proposals in this behalf from the Heads of Departments concerned, two of these appointments at least being recruited by members of backward communities.

(3) As the constitution of the Central Recruitment Board was of too limited a character, the President of the Board was requested to invite the Heads of all major departments to the meetings of the Board when the quarterly returns were reviewed so that those officers and the members of the Board may have a common discussion of the progress of recruitment work during the quarter, review the results achieved, and in the light of the difficulties experienced, suggest modifications in the rules and procedure for securing better results.

9. In the year 1925, in view of the large number of applications for the grant of exemptions from possessing the prescribed general educational qualifications for being appointed to vacancies and of cases of irregular appointments made in contravention of the Rules of Recruitment coming up for disposal, Government considered it desirable to order the formation of a Sub Committee of the Central Recruitment Board with the Revenue Commissioner as Chairman and three non-official gentlemen as Members to consider such cases and facilitate their disposal.

10. In order to provide further facilities for the entry of new recruits possessing general qualifications, but not qualifications in departmental tests in appointments for which such tests have been prescribed, it was ordered in October 1928 that candidates possessing the general educational qualifications prescribed for such appointments - should be entertained on probation subject to their being confirmed in their posts on passing the prescribed departmental test or tests within a period of two years. Provision was also made for the training of such candidates for a period of three months.

11. The purely technical appointments in the Railway Department as well as in the Government Press were ordered to be taken outside the scope of the Central Recruitment Board as it was represented that technical knowledge and training were of greater importance in such cases than mere accademical qualifications.

12. It having been noticed in the year 1927 that the limit of 50 per cent prescribed for the proportion of members of backward communities in the public service had been reached only in six departments, orders were issued about the middle of that year for regulating the allotment of vacancies to members of such communities in departments in which t h e prescribed limit had been reached as well as those in which it had not yet been reached. Instructions were also issued in the same order about the procedure to be adopted in cases in which no eligible candidates belonging to backward communities applied for vacancies advertised for such communities or having applied, declined or failed to take up the appointments. The main principle kept in view in such cases was that such vacancies should as far as possible be utilised for providing for members of backward communities and it was only when several attempts in this direction proved infruc-

infructuous that they could be allowed to be disposed of otherwise and that too with the specific sanction of Government in each case.

13. Although there has been some improvement in the proportion of members of backward communities in the State service for the past ten years as a result of the steps - taken by Government, it must be admitted that the results achieved so far have not been commensurate with the amount of thought and trouble devoted to the subject. This is perhaps because the attention of the Board has been confined mainly to appointments in the lower grades. The question of appointing a Staff Selection Board to see to the introduction of adequate represention of backward communities in the higher ministerial and gazetted ranks of the service was considered by Government in the early part of last year and it was decided that the question as to what measures were necessary to improve their representation may be - examined by the Central Recruitment Board and definite proposals submitted to Government for orders. The Revenue Commissioner who examined the question has expressed the opinion that, so far as the recruitment to the grade of Assistant Commissioners and Amildars is concerned, the - existing system is well suited to promote the representation of backward communities and no change is called for in it. But he thinks the case is different in regard to important ministerial appointments in the Revenue Department such as those of District Sheristedars, Taluk Sheristedars, Head Accountants, Head Gumasthas and so on. The Revenue Commissioner brings to notice that the proportion of members of backward communities holding these offices is exceedingly small. He considers that, unless there is some radical improvement in the methods of recruitment to these higher ministerial appointments, there is no likelihood of improving the efficiency of these offices or of increasing

the representation of backward communities therein. He has therefore submitted a scheme for the appointment of Probationary Clerks so that they may, after the necessary training for a year or two, be able to fill the important ministerial appointments referred to above. The question is under consideration and the principles that may be found suitable for the Revenue Department will be applied, with necessary modifications, to other departments.

14. The question of regulating appointments in the University came up for consideration in the year 1928 and orders were passed in August of that year issuing definite instructions with regard to appointments in the tutorial staff of the University. It was agreed that the main consideration in all tutorial appointments should be efficiency and that such a consideration should be regarded as paramount. It was urged at the same time that the University should keep in view the desirability and importance of securing adequate representation of backward communities on its tutorial staff as far as may be with due regard to efficiency. All appointments of and above the grade of Assistant Professors were directed to be advertised direct by the University as heretofore, while those in vacancies below that grade were directed to be advertised through the Central Recruitment Board.

15. It having been observed that the composition of the tutorial staff of the University in March 1929 consisted of 233 members, of whom only 35 belonged to backward communities, the University Council sent up a Resolution to Government to the effect that, when candidates of all communities applied for a vacancy, the candidate of a backward community should be preferred to another of approximately equal qualifications. Orders approving of this resolution were passed in April 1929. Some appointments have been made

under these orders although the number of such appointments made is not considerable.

16. As it was brought to notice that the representation of members of backward communities in the executive service of the Education Department was not adequate, orders were issued about the beginning of 1930 directing the addition of four posts of Assistant Inspectors in the grade of - Rs. 75-10-125 and the posting of competent officials of backward communities to these grades.

17. Rules were issued in the years 1925 and 1927 to provide for the employment of Government Officials to certain appointments under the Town and Minor Municipal Councils and the Bangalore City Municipal Council. But no rules had so far been issued under sections 186 (j) and 187 of the Municipal Regulation to regulate the appointment of persons who were not under Government employ. Orders were therefore issued in October 1930 making certain Rules for determining the mode and conditions of appointing - non-gazetted officers in the superior service of the Municipal Councils in the State. According to these Rules, all Municipal Councils in the State including the two City Municipalities were bound to conform to the Rules of Recruitment in making appointments on their establishment.

18. Appointments in the Secretariat were till recently outside the scope of Recruitment Rules. Orders were passed in December 1929 introducing these rules into the General and Revenue Secretariat and its associated offices. In order to increase the representation of backward communities in the Secretariat, it was also directed that, in all acting vacancies occurring in the Secretariat for the next two - years, candidates of backward communities should be appointed if available. Action taken in this direction has enabled a good many qualified candidates of backward communities

getting an opportunity of securing a footing in the Central Offices of Government, the number of such candidates so appointed being 14 since the passing of the Order.

19. No report relating to the amelioration of backward communities can be considered complete, if it has no reference to the action taken for the improvement of Adikarnatakas and Adi Dravidas who come under the term - Depressed Classes. Government have taken steps in several directions for promoting the moral and material welfare of these classes, such as, by the system of land grants, establishment of agricultural colonies, opening of special Co-operative Societies, creation of special facilities for their education etc., But for purposes of this report, it would perhaps be enough if attention was confined to the action taken for providing for the representation of members of these classes in the public service of the State. - Several representatives of these classes repeatedly urged for special preference being shown to qualified candidates among them in the matter of securing appointments suited to their qualifications. Government viewed their prayer with sympathy and directed in an Order passed in February 1922 that qualified candidates of such classes seeking - employment in Government Departments should be given the first preference But as it was represented that these directions had given rise to divergent views as to the principle that should be adopted in selecting candidates belonging to depressed - classes for appointment, a fresh order was issued in April 1929 giving clear instructions as to the extent to which preference should be shown to members of these classes in General Vacancies open to all classes as well as in Special Vacancies reserved for members of backward communities. There is reason to believe that these Orders have enabled several candidates of Depressed Classes to secure appointments suited to their qualifications in various offices in

in the State.

20. The following table shows the percentage of appointments of various grades held by members of backward communities in the years 1918 and 1930:--

Salary.	Community.	1918	1930.
Rs.100/ and below.	Non Brahmin	26	32
	Brahmin	74	68
100 to 250	Non Brahmin	18	28
	Brahmin	82	72
250 to 450	Non Brahmin	24	26
	Brahmin	76	74
450 to 800	Non Brahmin.	33	31
	Brahmin	67	69
800 and upwards.	Non Brahmin.	29	28
	Brahmin.	71	72

From the above, it will be seen that the percentage in respect of backward communities in the higher ranks of the service has not shown any marked improvement since 1918. This is more or less inevitable as the appointments in the higher ranks are regulated by the promotion of men already in service irrespective of the communities to which they belong. But the 50 per cent limit in respect of ministerial appointments coming within the purview of the Central Recruitment Board has been reached in 10 out of 65 offices in the year 1929-30. (Vide Appendix)

21. A brief retrospect has been given in the preceding paragraphs of the progress achieved under the various items coming within the direct purview of the Central Recruitment Board. Mention may now be made of progress achieved in some other directions which, though not coming within the purview of the Board, have a material bearing on the advancement of the interests of backward

communities in the State:--

(1) Facilities have been offered for the education of members of backward communities by the award of special scholarships for study both within and outside the State.

(2) Some of the appointments to the Civil Service are made by the nomination of members of backward communities.

(3) Candidates of backward communities are also selected for appointment as Probationers in the Revenue and other departments.

(4) Qualified officials of backward communities in the Revenue and other departments whose pay is not less than Rs.50/- are selected for inclusion in the Amildari Eligibility list and special preference is shown to such officials for being sent out as Amildars and Deputy Amildars.

22. The report may now be concluded with the following brief summary of the main items of progress dwelt in detail in the foregoing paragraphs:--

(1) A policy was laid down in May 1921 that attempts should be made to increase the representation of backward communities in the public service so as to raise the proportion to 50 per cent of the total strength within 7 years.

(2) A Central Recruitment Board was constituted to serve as a Vigilance Committee in respect of appointments made in the various departments of Government and to watch the progress made in increasing the representation of backward communities in the public service from time to time

(3) Retrenchments effected in the year 1922 seriously affected the progress in this representation and certain special measures were ordered to be adopted to overcome the disadvantageous position brought about by the orders of retrenchment.

(4) A Sub Committee of the Central Recruitment Board was formed in December 1925 to consider cases of exemption from the strict application of Rules.

(5) By the year 1927, the 50 per cent limit was reached only in respect of half a dozen departments. Orders were therefore issued for regulating the procedure to be adopted for the future.

(6) Orders have been passed in 1929 making provision for the selection of an adequate number of qualified candidates of backward communities for appointment as Revenue Inspectors.

(6) The question of appointing Probationary Clerks for the Revenue Department is under consideration.

(7) The principles to be adopted with regard to appointments in the University have been defined.

(8) Four Assistant Inspectors' places in the Education Department have been reserved for members of backward communities.

(00) Orders were issued in 1930 directing all Municipal Councils to conform to the Rules of Recruitment in making appointments on their establishment.

(10) The Rules of Recruitment were made applicable to the General and Revenue Secretariat and its Associated Offices in December 1929 and 14 members of backward communities have been appointed to the Secretariat since then.

(11) Provision has been made for preference being shown to members of Depressed Classes in the matter of getting appointments in the public service.

(12) There has been no marked improvement in the percentage of backward communities in the higher ranks of the service. But the 50 per cent limit in respect of ministerial appointments has been reached in 10 out of 65 offices.

(D) ~~But~~ Action has been taken in several other directions for promoting the advancement of the interests of backward communities - such as by the award of scholarships, appointments to the Civil Service and as Probationers in the Revenue and other departments, inclusion in the Amildari Eligibility List and preference in being sent out as Amildars and Deputy Amildars.

I have the honor to be,
Sir,
Your most obedient servant,

9/12/30
SECRETARY,
CENTRAL RECRUITMENT BOARD.

G. R. S. 111—3]

ROUTINE NOTES.

Immediate

CHIEF SECRETARIAT
R. 24169
1 DEC 1930
REVENUE BRANCH.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Information on the following points may kindly be furnished

The number of candidates belonging to B.C classes and Brahmin communities included in the lists of Amildars from 1921 to 1930. ~~to~~ yearwise.

Abstract of the G.O together with its number and date authorising the appointment of two B.C. candidates as Amildars for every Brahmin appointed.

Dmo 1/12/30

Rev: Branch
With Compliments

Rev
1/12/30.

Please copy
D
1/12

Dmo A. K. S

from

Shouldroutine notes be written on small slips the notes must b cipoed, or slips pasted on this form.

Idea no of ~~candidates of~~ Brahmin & Non brahmin ~~communities~~ candidates included in the ~~list of candidates of~~ Amildari & Dy Amildari lists from ~~higher~~ 1920-21 to 1929-30 is given below.

	Brahmin	Non Brahmin
1920-21	1	nil
1922	4	1
1923-24	6	9.
1924-25	4	3
1925-26	4	4
1926-27	14	10
1927-28	7	8
1928-29	7	10
1929-30	7	8
	54	53.

P.T.O.

G. R. S. III—3]

ROUTINE NOTES.

[To be used only for notes, requisitions, etc., not intended for permanent record]

In Lr no R 146/CR93-29-29
dt 8-7-1930 from the Secretary to Govt
Dev Deptt to the Resr Cur in Mysore, it
is stated as follows:—

x x x As the
principle enunciated in your Lr
of 3rd February 1930, regl dist—wise
out of three vacancies in the Amildari
& Dy Amildari Service are to be filled up
by Non Brahmin candidates and only one
by a Brahmin candidate has also the
approval of Govt, I am to request—
that the names of the remaining 46
candidates might be arranged in
the order in which it is proposed to
appoint the candidates as vacancies
occur in the Amildari & Dy Amildari
Service. A consolidated list prepared
on these lines may be submitted for
the orders of Govt very early.

Ctd
2-12-30.

2/12/30

Action complete

N. B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

W D 1860—GPB—1,50 000—2-

PROCEEDINGS OF THE GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE.

Read:-

Letter No. /C.R.B. dated February 1931 from the Secretary, Central Recruitment Board submitting a Report on the progress achieved in the matter of the appointment of members of backward communities to the public service in Mysore from 1921 to 1930.

(Printed as an annexure)

Order thereon:

No.

Dated

R e c o r d e d.

2. This is the first report of its kind prepared by the Central Recruitment Board in response to a desire expressed by members of the Representative Assembly and the Legislative Council containing a brief account of the progress achieved in the matter of recruitment of members of backward communities to the public service in Mysore ever since orders were passed by Government on the recommendations of the Miller Committee in the year 1921.

3. One of the directions contained in the Government Order of ~~April~~ May 1921 was that attempts should be made to increase the representation of backward

communities in the public service in Mysore so as to raise the proportion of members of such communities in all head quarter and district offices of all departments gradually to 50 per cent of the total strength within seven years. It is well nigh ten years since this order was passed and the report under review has been prepared to enable the Board to take stock of the progress achieved so far and to consider what further steps, if any, should be adopted to give full effect to the accepted policy of Government.

4. From the Appendices given in the Report, it is observed that the proposition of members of backward communities has been raised to 50 per cent or more in 12 out of 72 offices in respect of the ministerial appointments and in 33 offices out of the same number in respect of the Executive. Taking the figures for departments, it is seen that the required proportion has been reached in 6 out of 35 departments in respect of the ministerial appointments and in 14 out of the same number in respect of the Executive.

5. Taking the progress by communities, it is observed that Mohamadens, Lingayets and Vokkaligars have secured the largest number of appointments next to Brahmins due apparently to their being far ahead of other communities in taking advantage of the benefits of

education. Members of other communities would do well to emulate their example and appointing officers should also see that selections are also made from among candidates of unrepresented or sparsely represented communities as far as possible. It is gratifying to note that members of Depressed Classes have of late been securing appointments in the public service in a larger proportion than was the case before.

7. In paragraph 13 of the Report under review, it is observed that, although there has been some improvement in the proportion of members of backward communities in the State service for the past ten years, the results achieved so far have not been commensurate with the amount of thought and trouble devoted to the subject. This is attributed to the fact that the attention of the Recruitment Board has so far been confined mainly to appointments in the lower grades.

8. The question as to what steps should be taken to improve the existing state of affairs has engaged the attention of the Board for some time past. The Revenue Commissioner, who, at the request of the Board, examined the question in respect of the Revenue Department has expressed the opinion that, so far as recruitment to the grade of Assistant Commissioners and Amildars is concerned, the existing system is well suited to

to promote the representation of backward communities, but that a radical improvement is necessary in the methods of recruiment to the higher ministerial appointments in the Revenue Department such as those of District Sheristedars, Taluk Sheristedars, Head Accountants, Head Gumastas and so on for improving the efficiency of these offices (and increasing the representation of backward communities therein. // The scheme submitted by the Revenue Commissioner in this connection is under consideration and the principles that may be found suitable for the Revenue Department might, when sanctioned, be applied with necessary modifications to other departments as well.

10 §. Another proposal pressed on the attention of Government both in the Representative Assembly and the Legislative Council relates to the appointment of a mixed committee of officials and non-officials for considering how far the existing system of recruitment to the services is defective and what measures should be adopted for bringing about a substantive measure of improvement therein. Govt. consider that the setting up of a separate Committee of the kind proposed would be a needless duplication of agencies as the (function of the) Existing Recruitment Board is identical in character to what is proposed to be entrusted to the new Committee. They have therefore directed the addition of two more non-official members to the Board raising their number from ~~6~~ five to seven. The Board have also

after a close examination of the Rules relating to the Staff Selection Board and the Public Service Commission in Madras.

approved of the formation of a special sub-committee of some of its members with Mr. F. A. Hamilton, Inspr Genl of Police as Chairman to consider the question in all its bearings and submit definite recommendations to improve the

Existing state of affairs. Govt. await with interest the report of this special sub committee with the opinion of the Recruitment Board thereon.

9. Mention is made in paragraph 21 of the Report of ~~the~~ certain measures ~~of progress achieved in certain directions~~ sanctioned by Govt from time to time which, though not coming within the direct purview of the Recruitment Board, have a material bearing on the advancement of the interests of backward communities in the State. These ~~following are some of the measures referred to:-~~ relate to

~~1.~~ facilities ~~have been~~ offered for the education of members of backward communities by the award of special scholarships;

~~2. Some of the appointments to the Civil Service are made by the~~ direct nomination of members of backward communities to the Civil Service;

~~3. The question of~~ posting of officers of backward communities to head-quarter Offices ~~is steadily kept up in view and given effect to~~ whenever ~~it is~~ possible ~~to do so~~ in the exigencies of service; and inclusion of

~~4.~~ Qualified officials of backward communities ~~in the Revenue and other departments whose pay is not less than Rs. 50/- are~~ selected for ~~inclusion~~ in the Amildari Eligibility list and ~~Government have accepted the principle that two out of three vacancies~~ their selection in a larger proportion in the Amildari and Deputy Amildari ~~service should be filled up by candidates of backward communities.~~ vacancies.

appointment of four officers belonging to backward communities in the Dept of Public Instruction as Asst Inspectors of Education in the grade of Rs. 75-10-125;

Special preference to be shown to candidates of backward communities in making selections for appt as Probationers in the various departments of Govt;

10. The Report is on the whole an interesting record of progress achieved during the past ten years for advancing the interests of backward communities in the public service in Mysore although a sense of disappointment is felt in certain quarters with the rate of progress achieved in securing the representation of ~~backward~~ such communities in the several grades of the public service. The real reason why the 50 per cent limit anticipated in the order passed on the Miller Committee recommendations has not been reached in a period of seven years is to be sought in the fact that the number of vacancies arising ~~in such a short period~~ is necessarily limited and it is impossible to expect the limit to be reached in such a short length of time. As regards the complaint ~~raised~~ heard about the inadequacy of the representation of backward communities in the higher ranks of the service, it should be remembered that the recruitment in such cases should necessarily be to the lowest grades of such service and appointments in the higher ranks are regulated by the promotion of men already in service irrespective of the community to which they belong. Every endeavour is however being made by Govt to see that their accepted policy in regard to the maintenance of adequate representation of all communities in the services is steadily kept in view and given effect to as far as possible.

11. In concluding this review, Government wish to place on record their appreciation of the efficient manner in which the members of the Central Recruitment Board, particularly those belonging to the non-official section of it, have carried out the somewhat delicate task entrusted to them for the past ten years.

dcs
16/1/37 CHIEF SECRETARY TO GOVERNMENT.

TO
The Secretaries to Government.
" Heads of Departments.
" Deputy Commissioners of Districts.
" Presidents of District Boards.
" Presidents of Municipal Councils.
" Members of the Central Recruitment Board.
" PRESS ABLE.

Secretary, CRB

No. 3664—C.R.B.

OFFICE OF THE
CENTRAL RECRUITMENT BOARD,
Bangalore, dated 10th February 1931.

FROM

D. C. SUBBARAYAPPA, ESQ., B.A., B.L.,
Secretary, Central Recruitment Board,
Bangalore.

TO

N. MADHAVA RAO, ESQ., B.A., B.L.,
Chief Secretary to the Government
of His Highness the Maharaja of Mysore,
Bangalore.

SIR,

I am directed to submit herewith a Report on the progress achieved in the matter of the appointment of members of backward communities to the public service in Mysore from 1921 to 1930.

2. It is nearly a decade since Government accorded sanction to a definite policy in respect of the encouragement to be shown to members of backward communities for entry into the public service in Mysore. Reports as to the progress achieved in carrying out this policy have been published from time to time and Government have more than once taken note of the defects brought to light and directed the adoption of remedial measures for their removal. It is now proposed to take stock of the progress achieved so far and submit a consolidated report on the subject.

3. In 1921, while passing orders on the recommendations of a Committee constituted under the chairmanship of the late Sir Leslie Miller, Government directed that attempts should be made to increase the representation of backward communities in the public service in Mysore so as to raise the proportion of members of such communities in all head-quarter and district offices of all departments gradually to 50 per cent of the total strength (exclusive of those in inferior service) within seven years.

4. With this object in view, they issued instructions to all officers authorised to make appointments in the public service that preference should be given to candidates of backward communities in respect of initial appointments provided they possessed the prescribed minimum qualification, even though they may be less qualified than other candidates. Certain other concessions were also granted, the principal among them being the following :—

(1) In respect of candidates of backward communities, the maximum age for entry into service was raised from 25 to 28 years.

(2) To enable backward communities to take advantage of the opportunities afforded for entry into public service, special facilities were offered in the shape of scholarships to members of such communities.

(3) The minimum qualifications required for the various grades of appointments were revised.

(4) While it was considered undesirable to abolish competitive examinations for direct recruitment to the higher ranks of the service, it was laid down as a policy that an adequate number of candidates from among backward communities should be selected by nomination on each occasion of recruitment by competition.

(5) In view of the desirability of posting an increasing number of officers belonging to backward communities to the head-quarter offices, Government agreed to consider specially the claims of officers belonging to such communities in filling up appointments at head-quarters.

5. To ensure that the intention of Government was given effect to by appointing officers, Government directed the constitution of a Central Recruitment Board with one of the Members of Council as Chairman, three Heads of Departments and the Chief Secretary to Government as official members, three representatives of the principal backward communities in the State as non-official members and one of the Assistant Secretaries to Government as Secretary. The Board had no power of direct appointment, but had to act as a Vigilance Committee. It was charged with the responsibility of obtaining statistics of recruitment during each official year and reviewing the progress made in increasing the representation of different communities in the public service.

6. The Board had functioned for scarcely a year when it was found that the conditions created by retrenchments effected in the year 1922 seriously affected the progress in the recruitment of candidates of backward communities in the public service. As many as 574 posts were abolished as a result of these retrenchments and officials who were thrown out of employment were ordered to be given preference over new candidates including those belonging to backward communities.

7. As the progress in re-absorbing discharged officials was necessarily slow owing to paucity of vacancies, there was also a corresponding retardation in giving effect to the policy of Government enunciated in the order passed on the report of the Miller Committee.

8. Government therefore thought it desirable in an order passed in January 1923 to direct the adoption of the following special measures to overcome the disadvantageous position brought about by the orders of retrenchment referred to above:—

(1) It was directed that some vacancies should be created in the clerical and subordinate executive services up to and inclusive of the grade of Amildars by retiring some officials who had completed the qualifying service required for earning a pension equal to half their pay even though they had not reached the age of superannuation.

(2) With a view to facilitate direct recruitment to the different grades of the subordinate executive services, three Probationerships were ordered to be created temporarily in each department for each grade of executive service, two of these appointments at least being recruited by members of backward communities.

(3) As the constitution of the Central Recruitment Board was of too limited a character, the President of the Board was requested to invite the Heads of all major departments to the meetings of the Board when the quarterly returns were reviewed so that those officers and the members of the Board may have a common discussion of the progress of recruitment work during the quarter, review the results achieved, and in the light of the difficulties experienced, suggest modifications in the rules and procedure for securing better results.

9. In the year 1925, in view of the large number of applications for the grant of exemptions from possessing the prescribed general educational qualifications for being appointed to vacancies and of cases of irregular appointments made in contravention of the Rules of Recruitment coming up for disposal, Government considered it desirable to order the formation of a Sub-Committee of the Central Recruitment Board with the Revenue Commissioner as Chairman and three non-official gentlemen as Members to consider such cases and facilitate their disposal.

10. In order to provide further facilities for the entry of new recruits possessing general educational qualifications, but not qualifications in departmental tests in appointments for which such tests have been prescribed, it was ordered in October 1923 that candidates possessing the general educational qualifications prescribed for such appointments should be entertained on probation subject to their being confirmed in their posts on passing the prescribed departmental test or tests within a period of two years. Provision was also made for the training of such candidates for a period of three months.

11. The purely technical appointments in the Railway Department as well as in the Government Press were ordered to be taken outside the scope of the Central Recruitment Board as it was represented that technical knowledge and training were of greater importance in such cases than mere academical qualifications.

12. As it was brought to the notice of Government that the Rule passed in the year 1921 to the effect that appointing officers should invariably give preference to candidates of backward communities in making initial appointments until the proportion of such candidates attained the limit of 50 per cent worked as a hardship in the case of Brahmin candidates, orders were issued in June 1927 directing that, in deparments in which the representation of backward communities had not reached the prescribed limit, 75 per cent of the vacancies available for direct recruitment should be reserved for candidates of backward communities and the remaining 25 per cent should be made available to members of all communities. It was also directed that, in departments in which the representation of backward communities had reached the prescribed limit, two-thirds of the number of vacancies available for direct recruitment should be reserved for candidates of such communities and one-third made available to members of all communities. These instructions were intended to be in force irrespective of the seven-year limit prescribed in the order of 1921. Instructions were also issued about the procedure to be adopted in cases in which no eligible candidates belonging to backward communities applied for vacancies advertised for such communities or having applied, declined or failed to take up the appointments. The main principle kept in view in such cases was that such vacancies should as far as possible be utilised for providing for members of backward communities and it was only when several attempts in this direction proved infructuous that they could be allowed to be disposed of otherwise and that too with the specific sanction of Government in each case.

13. Although there has been some improvement in the proportion of members of backward communities in the State Service for the past 10 years as a result of the steps taken by Government, it must be admitted that the results achieved so far have not been commensurate with the amount of thought and trouble devoted to the subject. This is perhaps because the attention of the Board has been confined mainly to appointments in the lower grades. The question of appointing a Staff Selection Board to see to the introduction of adequate representation of backward communities in the higher ministerial and gazetted ranks of the service was considered by Government in the early part of 1929 and it was decided that the question as to what measures were necessary to improve their representation may be examined by the Central Recruitment Board and definite proposals submitted to Government for orders. The Revenue Commissioner, who examined the question in respect of the Revenue Department, has expressed the opinion that, so far as the recruitment to the grade of Assistant Commissioners and Amildars is concerned, the existing system is well suited to promote the representation of backward communities and no change is called for in it. But he thinks the case is different in regard to important ministerial appointments in the Revenue Department such as those of District Sheristedars, Taluk Sheristedars, Head Accountants, Head Gumastas and so on. The Revenue Commissioner brings to notice that the proportion of members of backward communities holding these offices is exceedingly small. He considers that, unless there is some radical improvement in the methods of recruitment to these higher ministerial appointments, there is no likelihood of improving the efficiency of these offices or of increasing the representation of backward communities therein. He has therefore submitted a scheme for the appointment of Probationary Clerks so that they may, after the necessary training for a year or two, be able to fill the important ministerial appointments referred to above. The question is under the consideration of the Central Recruitment Board and the principles that may be found suitable for the Revenue Department could be applied, with necessary modifications, to other departments.

14. The question of regulating appointments in the University came up for consideration in the year 1928 and orders were passed in August of that year issuing definite instructions with regard to appointments in the tutorial staff of the University. It was agreed that the main consideration in all tutorial appointments should be the efficiency of teaching in the University and that such a consideration should be regarded as paramount. It was ordered at the same time that the University

should keep in view the desirability and importance of securing adequate representation of backward communities on its tutorial staff as far as may be with due regard to efficiency of teaching. All appointments of and above the grade of Assistant Professors were directed to be advertised direct by the University as heretofore, while those in vacancies below that grade were directed to be advertised through the Central Recruitment Board.

15. It having been observed that the composition of the tutorial staff of the University in March 1929 consisted of 233 members, of whom only 35 belonged to backward communities, the University Council sent up a Resolution to Government to the effect that, when candidates of all communities applied for a vacancy, the candidate of a backward community should be preferred to another of approximately equal qualifications. Orders approving of this Resolution were passed in April 1929.

16. As it was brought to notice that the representation of members of backward communities in the executive service of the Education Department was not adequate, orders were issued about the beginning of 1930 directing that the four officers belonging to backward communities who were acting as Assistant Inspectors be placed in the grade of Rs. 75—10—125 by a temporary addition of posts in the grade until they could be absorbed in vacancies then existing or that might occur later on.

17. Rules were issued in the years 1925 and 1927 to provide for the employment of Government officials to certain appointments under the Town and Minor Municipal Councils and the Bangalore City Municipal Council. But no rules had so far been issued under sections 186 (j) and 187 of the Municipal Regulation to regulate the appointment of persons who were not under Government employ. Orders were therefore issued in October 1930 making certain rules for determining the mode and conditions of appointing non-gazetted officers in the superior service of the Municipal Councils in the State. According to these Rules, all Municipal Councils in the State, including the two City Municipalities, are bound to conform to the Rules of Recruitment in making appointments on their establishment.

18. Appointments in the Secretariat were till recently outside the scope of Recruitment Rules. Orders were passed in December 1929 introducing these rules into the General and Revenue Secretariat and its associated offices. In order to increase the representation of backward communities in the Secretariat, it was also directed that, in all acting vacancies occurring in the Secretariat for the next two years, candidates of backward communities should be appointed if available. Action taken in this direction has enabled a good many qualified candidates of backward communities to get an opportunity of securing a footing in the Central Offices of Government, the number of such candidates so appointed being 14 since the passing of the order.

19. No report relating to increased representation of backward communities in the public service can be considered complete, if it has no reference to the action taken for the improvement of Adi-Karnatakas and Adi-Dravidas who come under the term Depressed Classes. Government have taken steps in several directions for promoting the moral and material welfare of these classes, such as, by the system of land grants, establishment of agricultural colonies, opening of separate Co-operative Societies, creation of special facilities for their education, etc. But for purposes of this report, it would perhaps be enough if attention was confined to the action taken for providing for the representation of members of these classes in the public service of the State. Several representatives of these classes repeatedly urged for special preference being shown to qualified candidates among them in the matter of securing appointments suited to their qualifications. Government viewed their prayer with sympathy and directed in an order passed in February 1922 that qualified candidates of such classes seeking employment in Government departments should be given the *first preference*. But as it was represented that these directions had given rise to divergent views as to the principle that should be adopted in selecting candidates belonging to depressed classes for appointment, a fresh order was issued in April 1929 giving clear instructions as to the extent to which preference should be shown to members of these classes in General Vacancies open to all classes as well as in Special Vacancies reserved for members of backward communities. There is reason to believe that these orders have enabled several candidates of Depressed Classes to secure appointments suited to their qualifications in various offices in the State.

20. The following table shows the precentage of appointments of various grades held by members of backward communities in the years 1918 and 1929:—

Salary	Community	1918	1929
Rs. 100 and below ...	Non-Brahmin ...	26	33
	Brahmin ...	74	67
100 to 250 ...	Non-Brahmin ...	18	28
	Brahmin ...	82	72
250 to 450 ...	Non-Brahmin ...	24	26
	Brahmin ...	76	74
450 to 800 ...	Non-Brahmin ...	33	38
	Brahmin ...	67	62
800 and upwards ...	Non-Brahmin ...	29	36
	Brahmin ...	71	64

From the above, it will be seen that the percentage in respect of backward communities in the higher ranks of the service has not shown any marked improvement since 1918. This is more or less inevitable as the appointments in the higher ranks are regulated by the promotion of men already in service irrespective of the communities to which they belong. But the 50 per cent limit in respect of ministerial appointments coming within the purview of the Central Recruitment Board has been reached in 12 out of 72 offices in the year 1929-30. (*Vide* Appendix I).

21. A brief retrospect has been given in the preceding paragraphs of the progress achieved under the various items coming within the purview of the Central Recruitment Board. Mention may now be made of progress achieved in some other directions which, though not coming within the direct purview of the Board, have a material bearing on the advancement of the interests of backward communities in the State.—

(1) Facilities have been offered for the education of members of backward communities by the award of special scholarships.

(2) Some of the appointments to the Civil Service are made by the direct nomination of members of backward communities.

(3) The question of posting officers of backward communities to head quarter offices is steadily kept in view and given effect to whenever it is possible to do so in the exigencies of service.

(4) In making selections for appointment as Probationers in the Revenue and some other departments, special preference is shown to candidates of backward communities.

(5) Qualified officials of backward communities in the Revenue and other departments whose pay is not less than Rs. 50 are selected for inclusion in the Amildari Eligibility List and Government have accepted the principle that two out of three vacancies in the Amildari and Deputy Amildari service should be filled up by candidates of backward communities.

22. This report may now be concluded with the following brief summary of the main items of progress dwelt in detail in the foregoing paragraphs:—

(1) A policy was laid down in May 1921 that attempts should be made to increase the representation of backward communities in the public service so as to raise the proportion to 50 per cent of the total strength within seven years.

(2) A Central Recruitment Board was constituted to serve as a Vigilance Committee in respect of appointments made in the various departments of Government and to watch the progress made in increasing the representation of backward communities in the public service from time to time.

(3) Retrenchments effected in the year 1922 seriously affected the progress in this representation and certain special measures were ordered to be adopted to overcome the disadvantageous position brought about by the orders of retrenchment.

(4) A Sub-Committee of the Central Recruitment Board was formed in December 1925 to consider cases of exemption from the strict application of Rules.

(5) Orders were issued in June 1927 directing that ¾ths and in some cases ⅔rds of the number of vacancies available for direct recruitment should be reserved for candidates of backward communities and the remaining vacancies made available to members of all communities. These instructions were to be in force even after the lapse of the seven-year limit prescribed in the order of 1921.

(6) The question of appointing Probationary Clerks for the Revenue Department is under consideration.

(7) The principles to be adopted with regard to appointments in the University have been defined.

(8) Four places in the grade of Rs. 75-10-125 were created in the Education Department for the appointment of members of backward communities as Assistant Inspectors of Education.

(9) Orders were issued in 1930 directing all Municipal Councils to conform to the Rules of Recruitment in making appointments on their establishment.

(10) The Rules of Recruitment were made applicable to the General and Revenue Secretariat and its associated offices in December 1929 and 14 members of backward communities have been appointed to the Secretariat since then.

(11) Provision has been made for preference being shown to members of Depressed Classes in the matter of getting appointments in the public service.

(12) Action has been taken in several other directions for promoting the advancement of the interests of backward communities, such as, by the award of scholarships, appointments to the Civil Service and as Probationers in the Revenue and some other departments, posting to head-quarter offices, inclusion in the Amildari Eligibility List and preference in being sent out as Amildars and Deputy Amildars.

I have the honor to be,
Sir,
Your most obedient servant,
D. C. SUBBARAYAPPA,
Secretary, Central Recruitment Board.

APPENDIX I.

Statement showing the number and percentage of Brahmins and Non-Brahmins in the various unit offices for the year ending 30th June 1930.

Serial No.	Unit Offices	Ministerial					Executive				
		Number of		Total	Percentage of		Number of		Total	Percentage of	
		Brahmins	Non-Brahmins		Brahmins	Non-Brahmins	Brahmins	Non-Brahmins		Brahmins	Non-Brahmins
1	General and Revenue Secretariat and associated offices.	138	79	217	63	37	...	...	...	...	...
2	Comptroller to Government ...	250	124	374	66	34	...	...	...	...	...
3	Secretary, Mysore State Life Insurance Committee.	30	32	62	48	52	...	...	...	...	...
4	Superintendent, Revenue Survey	102	22	124	82	18	228	67	295	77	23
5	Revenue Commissioner ...	17	12	29	59	41	...	...	...	...	...
6	Deputy Commissioner, Mysore ...	257	89	346	74	26	56	36	92	61	39
7	Do Bangalore.	170	64	234	70	30	46	42	88	52	48
8	Do Kolar ...	182	98	280	65	35	33	53	86	38	62
9	Do Hassan ...	182	55	237	77	23	58	73	131	46	54
10	Do Kadur ...	111	51	162	69	31	29	11	40	73	27
11	Do Shimoga ...	122	70	192	63	37	24	24	48	49	51
12	Do Tumkur ...	175	92	267	66	34	48	76	124	39	61
13	Do Chitaldrug.	109	57	166	66	34	16	15	31	52	48
14	Muzrai Commissioner ...	10	7	17	59	41	4	...	4	100	...
15	Registrar, High Court ...	253	179	437	59	41	80	85	165	48	52
16	Government Advocate ...	2	...	2	100	...	...	...	...	...	...
17	Registrar, Mysore University ...	75	34	109	69	32	206	61	267	77	23
18	Director of Public Instruction ...	805	82	887	79	21	4,887	5,093	9,980	49	51
19	Inspector-General of Police ...	14	9	23	61	39	373	545	918	41	59
20	Senior Surgeon in Mysore ...	25	42	67	36	64	249	623	872	29	71
21	Inspector-General of Prisons ...	12	6	18	67	33	4	35	39	10	90
22	Director of Health ...	5	16	21	24	76	19	23	41	46	54
23	Chief Conservator of Forests ...	134	46	180	75	25	119	98	217	55	45
24	Excise Commissioner ...	122	61	183	66	34	87	125	212	41	59
25	Inspector-General of Registration	220	88	308	71	29	...	...	...	...	...
26	Registrar of Joint-stock-Companies.	4	...	4	100	...	...	...	...	...	...
27	Commissioner of Income-tax ...	87	16	53	70	30	2	1	3	67	33
28	Commissioner of Stamps ...	9	11	20	45	55	...	...	...	...	...
29	Director of Industries and Commerce.	64	28	92	64	36	90	150	240	38	62
30	Director of Sandal Oil Factories	16	1	17	94	6	18	8	26	69	31
31	Superintendent, Government Gardens.	7	7	14	46	54	7	10	17	41	59
32	Director of Horticulture ...										
33	Superintendent, Government Museum.	2	2	4	50	50	...	1	1	...	100
34	Director of Agriculture ...	72	36	108	67	33	201	201	405	50	50
35	Registrar of Co-operative Societies.	18	11	29	62	38	26	17	43	60	40

APPENDIX I.—*concld.*

Serial No.	Unit Offices	Ministerial					Executive				
		Number of		Total	Percentage of		Number of		Total	Percentage of	
		Brahmins	Non-Brahmins		Brahmins	Non-Brahmins	Brahmins	Non-Brahmins		Brahmins	Non-Brahmins
36	Chief Commandant, Mysore State Troops.	47	19	66	71	29	3	6	9	33	67
37	Chief Electrical Engineer ...	97	80	177	55	45	95	77	172	55	45
38	Chief Inspector of Mines ...	2	2	4	50	50	...	1	1	...	100
39	Director of Geology ...	7	4	11	64	36	4	2	6	66	34
40	Superintendent, Government Printing.	41	104	145	28	72	...	...	...	...	...
41	Superintendent, of Stationery ...	6	3	9	67	33	...	...	...	...	...
42	Chief Engineer, K. R. S. Works.	46	48	94	49	51	124	24	148	84	16
43	Chief Engineer in Mysore ...	47	41	88	53	47	19	13	32	59	41
44	Superintending Engineer, Mysore Circle.	86	45	131	66	34	126	64	190	67	33
45	Do Shimoga do	77	31	108	71	29	120	21	141	83	17
46	Secretary to Government' Mysore Railways.	3	3	6	50	50	...	...	...	...	...
47	Agent, Mysore Railways ...	10	8	18	51	49	...	...	...	...	...
48	Auditor, do ...	89	33	122	73	27	1	2	3	33	67
49	Engineer-in-Chief, do ...	32	16	48	67	33	28	7	35	76	24
50	Chief Store-keeper, do ...	13	2	15	87	13	10	3	13	77	23
51	Traffic Manager, do ...	31	9	40	78	22	249	100	349	71	29
52	Loco and Carriage Superintendent.	23	11	34	68	32	7	8	15	44	56
53	Meteorological Reporter ...	5	4	9	56	44	...	...	...	...	...
54	President, Sanitary Board, Kolar Gold Fields.	4	2	6	67	33	6	10	16	38	62
55	President, District Board, Mysore	6	2	8	71	29	13	18	31	42	58
56	Do Bangalore..	5	2	7	71	29	6	22	28	21	79
57	Do Kolar ...	6	...	6	100	...	9	13	22	41	59
58	Do Hassan ...	5	1	6	83	17	1	...	1	100	...
59	Do Kadur ...	5	1	6	83	17	4	11	15	27	73
60	Do Shimoga ...	4	3	7	57	43	4	6	10	40	60
61	Do Tumkur ...	3	3	6	50	50	9	17	26	35	65
62	Do Chitaldrug.	4	2	6	67	33	10	9	19	53	47
63	President, City Municipal Council Bangalore.	42	14	56	75	25	68	96	164	40	60
64	Do Mysore ...	33	4	37	89	11	45	65	110	41	59
65	President, Town Municipal Council, Hassan.	8	1	9	89	11	1	7	8	12	88
66	Do Chikmaglur.	3	1	4	75	25	2	4	6	33	67
67	Do Sagar ...	1	2	3	33	67	1	...	1	100	...
68	Do Tumkur ...	5	1	6	83	17	3	3	6	50	50
69	Do Tiptur ...	...	...	...	...	...	...	...	...	...	...
70	Do Anekal ...	...	...	...	...	...	...	...	...	...	...
71	Do Dodballapur.	1	...	1	100	...	...	1	1	...	100
72	Do Malur ...	1	...	1	100	...	...	1	1	...	100
	Total ...	4,054	2,029	6,083	67%	33%	7,831	8,083	1,5964	49%	51%

Proof for approval
D.C.B.
9/2

No. - C.R.B. -

OFFICE OF THE
CENTRAL RECRUITMENT BOARD,
Bangalore, *dated 9th February 1931.*

FROM

D. C. SUBBARAYAPPA, ESQ., B.A., B.L.,
Secretary, Central Recruitment Board,
Bangalore.

To

N. MADHAVA RAO, ESQ., B.A., B.L.,
Chief Secretary to the Government
of Mysore, Bangalore.

SIR,

I am directed to submit herewith a Report on the progress achieved in the matter of the appointment of members of backward communities to the public service in Mysore from 1921 to 1930.

2. It is nearly a decade since Government accorded sanction to a definite policy in respect of the encouragement to be shown to members of backward communities for entry into the public service in Mysore. Reports as to the progress achieved in carrying out this policy have been published from time to time and Government have more than once taken note of the defects brought to light and directed the adoption of remedial measures for their removal. It is now proposed to take stock of the progress achieved so far and submit a consolidated report on the subject.

3. In 1921, while passing orders on the recommendations of a Committee constituted under the chairmanship of the late Sir Leslie Miller, Government directed that attempts should be made to increase the representation of backward communities in the public service in Mysore so as to raise the proportion of members of such communities in all head-quarter and district offices of all departments gradually to 50 per cent of the total strength (exclusive of those in inferior service) within seven years.

4. With this object in view, they issued instructions to all officers authorised to make appointments in the public service that preference should be given to candidates of backward communities in respect of initial appointments provided they possessed the prescribed minimum qualification, even though they may be less qualified than other candidates. Certain other concessions were also granted, the principal among them being the following :—

(1) In respect of candidates of backward communities, the maximum age for entry into service was raised from 25 to 28 years.

(2) To enable backward communities to take advantage of the opportunities afforded for entry into public service, special facilities were offered in the shape of scholarships to members of such communities.

(3) The minimum qualifications required for the various grades of appointments were revised.

(4) While it was considered undesirable to abolish competitive examinations for direct recruitment to the higher ranks of the service, it was laid down as a policy that an adequate number of candidates from among backward communities should be selected by nomination on each occasion of recruitment by competition.

(5) In view of the desirability of posting an increasing number of officers belonging to backward communities to the head-quarter offices, Government agreed to consider specially the claims of officers belonging to such communities in filling up appointments at head-quarters.

5. To ensure that the intention of Government was given effect to by appointing officers, Government directed the constitution of a Central Recruitment Board with one of the Members of Council as Chairman, three Heads of Departments and the Chief Secretary to Government as official members, three representatives of the principal backward communities in the State as non-official members and one of the Assistant Secretaries to Government as Secretary. The Board had no power of direct appointment, but had to act as a Vigilance Committee. It was charged with the responsibility of obtaining statistics of recruitment during each official year and reviewing the progress made in increasing the representation of different communities in the public service.

6. The Board had functioned for scarcely a year when it was found that the conditions created by retrenchments effected in the year 1922 seriously affected the progress in the recruitment of candidates of backward communities in the public service. As many as 574 posts were abolished as a result of these retrenchments and officials who were thrown out of employment were ordered to be given preference over new candidates including those belonging to backward communities.

7. As the progress in re-absorbing discharged officials was necessarily slow owing to paucity of vacancies, there was also a corresponding retardation in giving effect to the policy of Government enunciated in the order passed on the report of the Miller Committee.

8. Government therefore thought it desirable in an order passed in January 1923 to direct the adoption of the following special measures to overcome the disadvantageous position brought about by the orders of retrenchment referred to above :—

(1) It was directed that some vacancies should be created in the clerical and subordinate executive services up to and inclusive of the grade of Amildars by retiring some officials who had completed the qualifying service required for earning a pension equal to half their pay even though they had not reached the age of superannuation.

(2) With a view to facilitate direct recruitment to the different grades of the subordinate executive services, three Probationerships were ordered to be created temporarily in each department for each grade of executive service, two of these appointments at least being recruited by members of backward communities.

(3) As the constitution of the Central Recruitment Board was of too limited a character, the President of the Board was requested to invite the Heads of all major departments to the meetings of the Board when the quarterly returns were reviewed so that those officers and the members of the Board may have a common discussion of the progress of recruitment work during the quarter, review the results achieved, and in the light of the difficulties experienced, suggest modifications in the rules and procedure for securing better results.

9. In the year 1925, in view of the large number of applications for the grant of exemptions from possessing the prescribed general educational qualifications for being appointed to vacancies and of cases of irregular appointments made in contravention of the Rules of Recruitment coming up for disposal, Government considered it desirable to order the formation of a Sub-Committee of the Central Recruitment Board with the Revenue Commissioner as Chairman and three non-official gentlemen as Members to consider such cases and facilitate their disposal.

10. In order to provide further facilities for the entry of new recruits possessing general educational qualifications, but not qualifications in departmental tests in appointments for which such tests have been prescribed, it was ordered in October 1928 that candidates possessing the general educational qualifications prescribed for such appointments should be entertained on probation subject to their being confirmed in their posts on passing the prescribed departmental test or tests within a period of two years. Provision was also made for the training of such candidates for a period of three months.

11. The purely technical appointments in the Railway Department as well as in the Government Press were ordered to be taken outside the scope of the Central Recruitment Board as it was represented that technical knowledge and training were of greater importance in such cases than mere academical qualifications.

12. As it was brought to the notice of Government that the Rule passed in the year 1921 to the effect that appointing officers should invariably give preference to candidates of backward communities in making initial appointments until the proportion of such candidates attained the limit of 50 per cent worked as a hardship in the case of Brahmin candidates, orders were issued in June 1927 directing that, in departments in which the representation of backward communities had not reached the prescribed limit, 75 per cent of the vacancies available for direct recruitment should be reserved for candidates of backward communities and the remaining 25 per cent should be made available to members of all communities. It was also directed that, in departments in which the representation of backward communities had reached the prescribed limit, two-thirds of the number of vacancies available for direct recruitment should be reserved for candidates of such communities and one-third made available to members of all communities. These instructions were intended to be in force irrespective of the seven-year limit prescribed in the order of 1921. Instructions were also issued about the procedure to be adopted in cases in which no eligible candidates belonging to backward communities applied for vacancies advertised for such communities or having applied, declined or failed to take up the appointments. The main principle kept in view in such cases was that such vacancies should as far as possible be utilised for providing for members of backward communities and it was only when several attempts in this direction proved infructuous that they could be allowed to be disposed of otherwise and that too with the specific sanction of Government in each case.

13. Although there has been some improvement in the proportion of members of backward communities in the State Service for the past 10 years as a result of the steps taken by Government, it must be admitted that the results achieved so far have not been commensurate with the amount of thought and trouble devoted to the subject. This is perhaps because the attention of the Board has been confined mainly to appointments in the lower grades. The question of appointing a Staff Selection Board to see to the introduction of adequate representation of backward communities in the higher ministerial and gazetted ranks of the service was considered by Government in the early part of 1929 and it was decided that the question as to what measures were necessary to improve their representation may be examined by the Central Recruitment Board and definite proposals submitted to Government for orders. The Revenue Commissioner, who examined the question in respect of the Revenue Department, has expressed the opinion that, so far as the recuritment to the grade of Assistant Commissioners and Amildars is concerned, the existing system is well suited to promote the representation of backward communities and no change is called for in it. But he thinks the case is different in regard to important ministerial appointments in the Revenue Department such as those of District Sheristedars, Taluk Sheristedars, Head Accountants, Head Gumastas and so on. The Revenue Commissioner brings to notice that the proportion of members of backward communities holding these offices is exceedingly small. He considers that, unless there is some radical improvement in the methods of recruitment to these higher ministerial appointments, there is no likelihood of improving the efficiency of these offices or of increasing the representation of backward communities therein. He has therefore submitted a scheme for the appointment of Probationary Clerks so that they may, after the necessary training for a year or two, be able to fill the important ministerial appointments referred to above. The question is under the consideration of the Central Recruitment Board and the principles that may be found suitable for the Revenue Department could be applied, with necessary modifications, to other departments.

14. The question of regulating appointments in the University came up for consideration in the year 1928 and orders were passed in August of that year issuing definite instructions with regard to appointments in the tutorial staff of the University. It was agreed that the main consideration in all tutorial appointments should be the efficiency of teaching in the University and that such a consideration should be regarded as paramount. It was ordered at the same time that the University

should keep in view the desirability and importance of securing adequate representation of backward communities on its tutorial staff as far as may be with due regard to efficiency of teaching. All appointments of and above the grade of Assistant Professors were directed to be advertised direct by the University as heretofore, while those in vacancies below that grade were directed to be advertised through the Central Recruitment Board.

15. It having been observed that the composition of the tutorial staff of the University in March 1929 consisted of 233 members, of whom only 35 belonged to backward communities, the University Council sent up a Resolution to Government to the effect that, when candidates of all communities applied for a vacancy, the candidate of a backward community should be preferred to another of approximately equal qualifications. Orders approving of this Resolution were passed in April 1929.

16. As it was brought to notice that the representation of members of backward communities in the executive service of the Education Department was not adequate, orders were issued about the beginning of 1930 directing that the four officers belonging to backward communities who were acting as Assistant Inspectors be placed in the grade of Rs. 75—10—125 by a temporary addition of posts in the grade until they could be absorbed in vacancies then existing or that might occur later on.

17. Rules were issued in the years 1925 and 1927 to provide for the employment of Government officials to certain appointments under the Town and Minor Municipal Councils and the Bangalore City Municipal Council. But no rules had so far been issued under sections 186 (j) and 187 of the Municipal Regulation to regulate the appointment of persons who were not under Government employ. Orders were therefore issued in October 1930 making certain rules for determining the mode and conditions of appointing non-gazetted officers in the superior service of the Municipal Councils in the State. According to these Rules, all Municipal Councils in the State, including the two City Municipalities, are bound to conform to the Rules of Recruitment in making appointments on their establishment.

18. Appointments in the Secretariat were till recently outside the scope of Recruitment Rules. Orders were passed in December 1929 introducing these rules into the General and Revenue Secretariat and its associated offices. In order to increase the representation of backward communities in the Secretariat, it was also directed that, in all acting vacancies occurring in the Secretariat for the next two years, candidates of backward communities should be appointed if available. Action taken in this direction has enabled a good many qualified candidates of backward communities to get an opportunity of securing a footing in the Central Offices of Government, the number of such candidates so appointed being 14 since the passing of the order.

19. No report relating to increased representation of backward communities in the public service can be considered complete, if it has no reference to the action taken for the improvement of Adi-Karnatakas and Adi-Dravidas who come under the term Depressed Classes. Government have taken steps in several directions for promoting the moral and material welfare of these classes, such as, by the system of land grants, establishment of agricultural colonies, opening of separate Co-operative Societies, creation of special facilities for their education, etc. But for purposes of this report, it would perhaps be enough if attention was confined to the action taken for providing for the representation of members of these classes in the public service of the State. Several representatives of these classes repeatedly urged for special preference being shown to qualified candidates among them in the matter of securing appointments suited to their qualifications. Government viewed their prayer with sympathy and directed in an order passed in February 1922 that qualified candidates of such classes seeking employment in Government departments should be given the *first preference*. But as it was represented that these directions had given rise to divergent views as to the principle that should be adopted in selecting candidates belonging to depressed classes for appointment, a fresh order was issued in April 1929 giving clear instructions as to the extent to which preference should be shown to members of these classes in General Vacancies open to all classes as well as in Special Vacancies reserved for members of backward communities. There is reason to believe that these orders have enabled several candidates of Depressed Classes to secure appointments suited to their qualifications in various offices in the State.

20. The following table shows the precentage of appointments of various grades held by members of backward communities in the years 1918 and 1930:—

Salary	Community	1918	1930
Rs. 100 and below ...	Non-Brahmin ...	26	33
	Brahmin ...	74	67
100 to 250 ...	Non-Brahmin ...	18	28
	Brahmin ...	82	72
250 to 450 ...	Non-Brahmin ...	24	26
	Brahmin ...	76	74
450 to 800 ...	Non-Brahmin ...	33	38
	Brahmin ...	67	62
800 and upwards ...	Non-Brahmin ...	29	36
	Brahmin ...	71	64

From the above, it will be seen that the percentage in respect of backward communities in the higher ranks of the service has not shown any marked improvement since 1918. This is more or less inevitable as the appointments in the higher ranks are regulated by the promotion of men already in service irrespective of the communities to which they belong. But the 50 per cent limit in respect of ministerial appointments coming within the purview of the Central Recruitment Board has been reached in 12 out of 72 offices in the year 1929-30. (*Vide* Appendix I).

21. A brief retrospect has been given in the preceding paragraphs of the progress achieved under the various items coming within the purview of the Central Recruitment Board. Mention may now be made of progress achieved in some other directions which, though not coming within the direct purview of the Board, have a material bearing on the advancement of the interests of backward communities in the State.—

(1) Facilities have been offered for the education of members of backward communities by the award of special scholarships.

(2) Some of the appointments to the Civil Service are made by the direct nomination of members of backward communities.

(3) The question of posting others of backward communities to head quarter offices is steadily kept in view and given effect to whenever it is possible to do so in the exigencies of service.

(4) In making selections for appointment as Probationers in the Revenue and some other departments, special preference is shown to candidates of backward communities.

(5) Qualified officials of backward communities in the Revenue and other departments whose pay is not less than Rs. 50 are selected for inclusion in the Amildari Eligibility List and Government have accepted the principle that two out of three vacancies in the Amildari and Deputy Amildari service should be filled up by candidates of backward communities.

22. This report may now be concluded with the following brief summary of the main items of progress dwelt in detail in the foregoing paragraphs:—

(1) A policy was laid down in May 1921 that attempts should be made to increase the representation of backward communities in the public service so as to raise the proportion to 50 per cent of the total strength within seven years.

(2) A Central Recruitment Board was constituted to serve as a Vigilance Committee in respect of appointments made in the various departments of Government and to watch the progress made in increasing the representation of backward communities in the public service from time to time.

(3) Retrenchments effected in the year 1922 seriously affected the progress in this representation and certain special measures were ordered to be adopted to overcome the disadvantageous position brought about by the orders of retrenchment.

(4) A Sub-Committee of the Central Recruitment Board was formed in December 1925 to consider cases of exemption from the strict application of Rules.

(5) Orders were issued in June 1927 directing that ¾ths and in some cases ⅔rds of the number of vacancies available for direct recruitment should be reserved for candidates of backward communities and the remaining vacancies made available to members of all communities. These instructions were to be in force even after the lapse of the seven-year limit prescribed in the order of 1921.

(6) The question of appointing Probationary Clerks for the Revenue Department is under consideration.

(7) The principles to be adopted with regard to appointments in the University have been defined.

(8) Four places in the grade of Rs. 75-10-125 were created in the Education Department for the appointment of members of backward communities as Assistant Inspectors of Education.

(9) Orders were issued in 1930 directing all Municipal Councils to conform to the Rules of Recruitment in making appointments on their establishment.

(10) The Rules of Recruitment were made applicable to the General and Revenue Secretariat and its associated offices in December 1929 and 14 members of backward communities have been appointed to the Secretariat since then.

(11) Provision has been made for preference being shown to members of Depressed Classes in the matter of getting appointments in the public service.

(12) Action has been taken in several other directions for promoting the advancement of the interests of backward communities, such as, by the award of scholarships, appointments to the Civil Service and as Probationers in the Revenue and some other departments, posting to head-quarter offices, inclusion in the Amildari Eligibility List and preference in being sent out as Amildars and Deputy Amildars.

I have the honor to be,
Sir,
Your most obedient servant,
D. C. SUBBARAYAPPA,
Secretary, Central Recruitment Board.

APPENDIX III.

Statement showing the number of appointments held by different communities on 30th June 1930.

	Communities	Appointments in the superior service carrying a salary of:—														Total	Total
		Less than Rs. 25		Rs. 25 to 50		Rs. 50 to 100		Rs. 100 to 250		Rs. 250 to 450		Rs. 450 to 800		Rs. 800 and upwards			
		1918	1929	1918	1929	1918	1929	1918	1929	1918	1929	1918	1929	1918	1929	1918	1929
1	Brahmins	5,107	2,082	2,821	3,794	682	1,882	362	537	150	191	49	101	41	66	9,712	8,646
2	Bedars	12	60	2	21	...	6	1	1	...	...	...	...	...	...	15	88
3	Yadavas	13	23	3	37	...	6	...	...	...	...	...	...	...	...	16	66
4	Kshatrias	158	107	42	171	16	54	6	6	4	13	1	4	4	...	231	355
5	Kurubas	44	78	2	74	2	10	...	1	...	1	...	...	...	...	48	159
6	Lingayets	412	564	60	248	25	80	10	11	5	6	2	7	...	2	504	918
7	Mudaliars	85	45	216	169	82	128	19	36	6	5	1	10	1	...	410	393
8	Naidus	86	41	107	91	36	84	5	16	4	4	2	2	...	...	242	288
9	Vaisyas	41	16	22	88	10	31	2	8	...	1	1	1	...	...	76	145
10	Telugu-Banajigas ...	89	83	8	89	2	23	1	4	1	...	...	1	...	...	101	205
11	Vokkaligas	268	473	54	258	18	16	4	18	3	3	...	2	1	2	338	707
12	Other Caste Hindus ...	372	456	61	349	14	119	4	16	3	1	6	3	1	3	461	947
13	Jains	34	28	8	44	1	11	...	1	...	...	1	...	...	...	44	79
14	Mahomedans	803	728	177	558	55	170	17	83	13	18	...	9	3	5	1,078	1,521
15	Christians	257	229	71	188	45	117	7	82	5	9	5	11	5	3	395	589
16	Other Communities ...	9	17	8	4	8	8	...	2	2	...	6	1	2	1	30	28
17	Adikarnatakas and other Depressed classes.	59	224	8	67	...	1	...	2	...	...	...	...	...	...	67	294
18	Anglo-Indians and Europeans	11	37	19	81	41	86	4	24	17	6	7	11	17	15	156	160
	Total ...	8,150	5,226	3,679	6,281	1,244	2,777	482	743	213	261	81	163	75	87	18,924	15,538

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Statement showing the number of Non-gazetted appointments of the Superior Service held by the different communities in the State Service on the 30th June.....

Communities	Appointments carrying a salary of				Total	Remarks
	Less than Rs.25 per mensem (Superior Service only.)	From Rs.25 to Rs.50	From Rs.50 to Rs.100	From Rs.100 to Rs.250 — 1800 and upwards —		
1. Brahmins.	2+1+1+1

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE,

General and Revenue Secretariat,

Dated, Bangalore, 22nd July 1929.

No. 499-548/C.R.B.

From

R. RANGA RAO, Esq., B. A., B. L.,
Offg. Chief Secretary to the Government of His Highness the Maharaja of Mysore.

To

The Secretaries to Government.
The Heads of Departments.
The Deputy Commissioners of Districts.
Officers in charge of Independent Units.

Sir,

I am directed to forward herewith an extract* from the Proceedings of the meeting of the Central Recruitment Board held on 31st May 1929 and to request that a statement in the form annexed may kindly be caused to be prepared and sent to this office not later than the 15th August 1929, in respect of the non-gazetted appointments of the superior service - both ministerial and executive - of the several classes in your Department or Unit as a whole, as on the 30th June 1929.

I am to add that a similar statement may be caused to be prepared at the end of each official year and submitted to Government by the 5th August following the year to which it relates.

I have the honor to be,
Sir,
Your most obedient servant,

DC Subbarayappa.

For Offg. Chief Secretary to Government.

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* *Extract from the Proceedings of the meeting of the Central Recruitment Board held on 31st May 1929.*

SUBJECT NO.6: The question of maintaining a statement furnishing information regarding the proportion in which the various communities are represented in the gazetted service.

RESOLUTION: A statement showing the statistics of appointments in the different grades as on 30th June every year may be prepared in the form of Statement II appended to Government Order No.1827-80/E.A.G.308, dated 16th May 1921 passing orders on the report of the Miller Committee.

P. T. O.

Statement showing the number of Non-gazetted appointments of the Superior Service held by the different communities in the State Service on the 30th June.....

Communities	Appointments carrying a salary of				Total	Remarks
	Less than Rs.25 per mensem (Superior Service only.)	From Rs.25 to Rs.50.	From Rs.50 to Rs.100.	From Rs.100 to Rs.250.		
	From Rs 450 to Rs 800.					
1. Brahmins.	2+3+8					
2. Bedars.						
3. Gollars.						
4. Kshatriyas.	1+					
5. Kurubas.						
6. Lingayets.						
7. Mudaliars.	1+1					
8. Naidus.						
9. Vaisyas.						
10. Telugu-Banajigas.						
11. Vokkaligas.						
12. Other caste Hindus.	1+					
13. Jains.						
14. Mahomedans.	1+					
15. Christians.	1+					
16. Other Communities, Parsis, Jews Buddhists, etc.						
17. Adikarnatakas or Adidravidas and other depressed classes.						
18. Anglo-Indians and Europeans.						
Total.						

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE,

General and Revenue Secretariat,

Dated, Bangalore, 22nd July 1929.

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Statement showing the number of ~~Non~~-gazetted appointments of the Superior Service held by the different communities in the State Service on the 30th June.....

Communities	Appointments carrying a salary of				Total	Remarks
	Less than Rs.25 per mensem (Superior Service only.)	From Rs.25 to Rs.50.	From Rs.50 to Rs.100.	From Rs.100 to Rs.250.		
	From Rs 250 to Rs 450					
1. Brahmins.	5+2+3+12+2+3+3+1+11+3+1+1+9+7+1+17+5+1+1+14 1+2+5+7	8+6+2+3+1+1+2+4+3+5				
2. Bedars.						
3. Gollars.						
4. Kshatriyas.	1+3+1+1+1+2+1+1+					
5. Kurubas.						
6. Lingayets.	1+1+1+1+1+1+					
7. Mudaliars.	1+1+3+1+					
8. Naidus.	1+1+1+					
9. Vaisyas.	1+					
10. Telugu-Banajigas.	1					
11. Vokkaligas.	1+2+1+					
12. Other caste Hindus.	1+1+1+					
13. Jains.						
14. Mahomedans.	1+3+1+2+2+2+1+2+1+1+1					
15. Christians.	1+1+1+1+1+1+1					
16. Other Communities, Parsis, Jews Buddhists, etc.						
17. Adikarnatakas or Adidravidas and other depressed classes.						
18. Anglo-Indians and Europeans.	1+1+1					
Total.						